

WE'VE GOT YOUR FIT



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WE OFFER CHOICES FOR YOUR DIVERSE NEEDS

Check out the competitive benefits and programs that are available to you as an employee of Levi Strauss & Co. Be sure to review this guide in its entirety, so you can make the best decisions for your physical health and your financial and emotional well-being.



Team,

What makes Levi Strauss & Co. unique isn't just the clothes we make or the legacy we've built. Our iconic brands are loved the world over because of you, the people behind it all. Offering you a thoughtful benefits package, tailored to support your health and well-being, is just one way of showing our appreciation for all that you do.

We've carefully considered the programs and options we provide, taking into account not just your physical and financial health but your mental and emotional well-being too. You can trust that, like our jeans and truckers, your benefits will stand the test of time, supporting you through all stages of your life's journey.

Want to save for retirement? Interested in exploring therapy? Looking to improve your health? You have benefits for all that and more. We offer tools to find high-quality providers, personalized solutions to help you take better care of your overall health, resources to make it easy to find the support you need, financial options for your peace of mind, and even rewards for engaging in activities that improve your well-being.

Choosing your benefits should be about reflecting on what matters most to you and maximizing the programs and services we offer to take care of you and your family. We take pride in offering you options that are unparalleled in the retail business.

So please take the time to read through this Benefits Guide, and learn about all the offerings we have for you. Our benefits are designed to be easily tailored so you have what you need to better manage everyday life.

If you ever have questions or need support, just reach out to Ask HR. We're here to serve you.

SCOTT WHITE

Senior Vice President,
People Operations and Rewards

EXPLORE. REVIEW. ENROLL.

Follow these steps to enroll in your benefits.

Explore

- ✓ Check out this guide to learn about your LS&Co. benefits.

Review

- ✓ Review everything LS&Co. has to offer, and select the benefits that meet your needs.
- ✓ You have resources that make it easy to access health care providers in your community and get more support for your family's needs. This guide explains how most of your LS&Co. benefits work.
- ✓ Planning to enroll in a Flexible Spending Account? Think about your health care and dependent care needs for the year ahead, and estimate their costs, because your elections do not automatically roll over. You'll enter your FSA contribution(s) when you enroll.
- ✓ Enrolling in the UHC Choice Plus HSA Plan? Decide how much to contribute to your Health Savings Account (you can change this contribution amount at any time).
- ✓ Make sure you have enough life and AD&D insurance. You can elect additional coverage for yourself, your spouse or domestic partner, and your children. See page 24 for details.

Enroll

- ✓ Go to Workday to complete your enrollment. Review your options and costs for coverage, and submit your choices by your enrollment deadline. See page 5 for the steps to follow when you enroll.
- ✓ If you commute to work, don't forget to enroll in your commuter benefits based on your commute schedule.
- ✓ Register now to use the Lyra EAP for yourself and household members.
- ✓ Register for live wellth, powered by Virgin Pulse, our well-being platform. Go to join.VirginPulse.com/Levi, and enter your employee ID and birth date to register.

Can't decide?

- » **The Threads Pay and Benefits Hub** is your online benefits resource and the place to find your current pay and benefits information. Visit Threads.LeviStrauss.com to get there.
- » **Ask HR** is your primary resource for answering your benefits questions. Call **+1-844-HR4-LEVI (844-474-5384)**, or email AskHR@Levi.com.

How to enroll

You can enroll in benefits as a new hire, during annual Open Enrollment, and when you experience a qualified life status change.

Just started at Levi Strauss & Co.? Enroll through Workday

Upon your first day of work, you immediately become eligible for benefits. You have 31 days to enroll in benefits.

If you don't enroll within 31 days of your hire date, you will only have basic life and accident insurance, disability coverage, and access to our Employee Assistance Program, Lyra Health.

Enroll from your computer:

1. Go to [Threads \(Search: Workday\)](#).
2. Click **Workday** in Help Hub.
3. Select the **New Hire Change Task** from your Workday inbox.
4. Elect your benefits and add your dependents.
5. Click **I Approve** and **Submit** to complete your enrollment.

If you need to make a change after you've submitted your elections or within your first 31 days after you become eligible for benefits, contact AskHR@Levi.com.

Via the Workday app:

Download the Workday mobile app ([App Store](#) | [Google Play](#)) before you enroll.

1. Enter your Organization ID: **LeviStraussandco**
2. Use your Azure network ID and password to log in.
3. Choose your **Inbox** at the bottom of the app.
4. Select **New Hire Change Task**.
5. Elect your benefits and add your dependents.
6. Choose **View Summary**, and review your benefits elections.
7. Complete the HSA deposit documents in Workday if you elect the UHC Choice Plus HSA Plan.
8. Click **I Approve** and **Submit** to complete your enrollment.

Be sure to view or print your benefits statement if enrolling by computer, or save a screen shot of your statement if enrolling by mobile phone.

Enrolling in the UHC Choice Plus HSA Plan? Watch for an additional action item in your Workday inbox. You'll need to open an HSA account. This step ensures that your employee contributions and LS&Co.'s are posted to your HSA account.

Need to know which family members are eligible for your medical, dental, vision, and life and accident insurance plans?

Eligible dependents include your:

- » Legal spouse
- » Children (biological or legally adopted) up to age 26; disabled dependent children may continue to be eligible after age 26
- » Qualified domestic partner (DP) and their child(ren) up to age 26

Contact Ask HR for more information about coverage eligibility for disabled dependent children and/or to request a Domestic Partner Packet if you plan to enroll your domestic partner. You'll need to complete the forms in the Domestic Partner Packet before your enrollment deadline.

Qualified life status changes

This first enrollment period is your opportunity to make your benefits elections. After that, you can only make changes if you have a qualified life status change, such as marriage, birth or adoption of a child, death, loss of coverage, or during annual Open Enrollment.

You have **31 days** following the qualified life status change (60 days for changes related to Medicaid or state child health plan eligibility) to make your benefit change. If you miss the deadline, your next opportunity to change your coverage will be the next Open Enrollment period in the fall.

Reminder! Certain benefits, such as the Health Savings Account, commuter account and 401(k), allow you to change your contributions anytime during the year.

BENEFITS FOR YOUR PHYSICAL HEALTH AND WELL-BEING

We've got your medical, prescription, dental and vision needs covered. And when you complete your 1+2+3 well-being tasks, you keep \$\$ in your paycheck.



Medical and prescription drugs for optimal health

Here are a few things to consider when making your medical plan choice.



Keep money in your paycheck – it's as easy as 1+2+3. When you complete your 1+2+3 well-being tasks, you'll pay lower medical plan contributions. In fact, employee-only paycheck contributions for the UHC Choice Plus HSA Plan will be FREE. Learn more below.



Choose from a medical plan option. See the highlights on page 9 and the details on pages 10 and 11.



Prescription drug coverage comes with your medical plan choice. Optum Rx pairs with the UHC plans; for employees located in Northern California, coverage is provided through Kaiser with the Kaiser HMO.

live wellth: 1+2+3 = more \$\$ in your paycheck*

live wellth supports your physical and emotional health with activities to improve your well-being. And by completing your 1+2+3 well-being tasks, you lock in the lowest cost for your medical contributions for the following year and keep the savings in your paycheck.

Act by October 31 each year

Complete these three tasks:



Preventive screening



Biometric screening



wellth profile

You'll earn your well-being incentive, which offsets your medical plan contributions for the next year.

If both you and your spouse or domestic partner are LS&Co. employees and are enrolled in the same medical plan, only one of you can earn the well-being incentive.

Need to register?

To register for live wellth, go to join.VirginPulse.com/Levi, and accept the terms and conditions. Have your employee ID ready; you'll need it and your date of birth to register.

*The opportunity to earn incentives and/or rewards for participating in this program is available to all eligible employees hired prior to September 1, 2024. If you think you might be unable to meet a standard to earn these incentives and/or rewards, you might qualify for an opportunity to earn the same incentives and/or rewards by different means. Contact Ask HR, and they will work with Virgin Pulse and you (and, if you wish, with your doctor) to find an activity with the same incentives and/or rewards that are right for you in light of your health status.

live wellth, powered by Virgin Pulse: Our personalized well-being platform

You can look forward to a fun and engaging well-being experience through live wellth, powered by Virgin Pulse. Expect personalized resources, encouragement from the LS&Co. community and reward opportunities.

If you're eligible for benefits, you're eligible for live wellth and use of the Virgin Pulse platform. You don't have to be enrolled in an LS&Co. medical plan to participate. Your spouse can also participate, but they cannot earn program incentives.

live wellth is your go-to resource for all your well-being activities and information.

An experience designed for you

Customize your well-being approach with one-on-one coaching, more incentives and earning opportunities when you complete well-being activities, plus the option to join group and private well-being challenges. You can even create your own challenge and invite fellow colleagues to join in!

Focus on total well-being

Participate in challenges, and find tips and resources to budget better, stress less, build mindfulness and practice meditating.

Social connection

Engage in the full experience, and join with others to stay motivated. Access the **Social** tab on the Virgin Pulse platform to find the events calendar, invite friends to participate with you in challenges, and give shout-outs to coworkers who are taking action to improve their well-being.

live wellth 1+2+3 well-being tasks

Complete your live wellth profile (i.e., health check), preventive screening and biometric screening. Plus, when you act by October 31 each year, you'll earn your well-being incentive, which offsets your medical plan contributions for the next year.

Pulse Cash

You can earn up to \$800 in Pulse Cash by participating in well-being activities through Virgin Pulse. You can redeem Pulse Cash at the Virgin Pulse Store for gift cards, fitness accessories and more! Pulse Cash is yours to accumulate and redeem when you're ready, and it doesn't expire. For a full list of ways to earn, log on to the Virgin Pulse platform, and go to **Rewards > How to Earn**.

Important health information

With the 1+2+3 biometric screening, you gain access to vital information about your overall health, including cholesterol, glucose, blood pressure and more.

Personal coaching

Get one-on-one support, practical guidance and answers to your questions. Connect with a coach to set goals, overcome well-being obstacles, and get constructive advice on how to make lasting changes. Coaches can help you get active, eat healthier, reduce stress, manage weight, sleep better and more.

Healthy Habits

Healthy Habits offers you bite-sized ways to build a healthy routine and improve your well-being. Your Healthy Habits tracker is customized based on your screening results and the interests you set in your profile.

Gym check-in

Earn \$5 in Rewards Cash per exercise check-in at a participating gym and up to \$50 in Rewards Cash per month for completing 10 exercise check-ins.

Sword Health

Sword Health resources help you address low pain and move more throughout the day to avoid risk of injury (Move); improve your pelvic health (Bloom); prevent acute and chronic pain, and avoid surgery (Thrive).

Register now!

Get instant access to all of live wellth's activities and challenges.

- » Go to join.VirginPulse.com/Levi, and accept the terms and conditions.
- » Scan the QR code to download the Virgin Pulse app.
- » Questions? Email support@virginpulse.com or call +1-888-671-9395.



Need help? Call Ask HR at +1-844-HR4-LEVI, or email AskHR@Levi.com.

Choose from three medical plans

UHC Choice Plus HSA Plan



High-deductible health plan



Higher deductible and out-of-pocket maximum but a lower paycheck contribution than the Choice Plus Plan



You can see any doctor, but you'll save money when you go to an in-network doctor



Paired with a Health Savings Account (HSA) – save money tax-free to pay for current and future out-of-pocket health care expenses



LS&Co. also contributes to your HSA – \$600 for employee-only coverage and \$1,150 if you cover dependents



HSA can be used to pay for out-of-pocket medical, dental and vision expenses; learn more about the HSA on page 16



Includes an Extended Preventive Rx List that offers access to many maintenance medications without meeting the deductible first – you just pay coinsurance

UHC Choice Plus Plan



PPO plan



Lower deductible and out-of-pocket maximum but a higher paycheck contribution than the Choice Plus HSA Plan



You can see any doctor, but you'll save money when you go to an in-network doctor



You pay copays for office visits without meeting your deductible first

Kaiser Northern California HMO Plan



HMO plan only available to employees in the San Francisco Bay Area



Has the highest paycheck contributions of all three plans, but certain expenses are covered before the deductible is paid



You must use Kaiser network providers to receive coverage (except for medical emergencies)



You need to fill your prescriptions through Kaiser providers and facilities too

Choosing a UHC plan? Optum Rx covers your prescriptions

With Optum Rx, you can receive a 90-day supply at retail pharmacies for the same discounted mail-order rate. Your cost depends on the service you use (retail or mail order), type of drug and where it falls on the formulary (a formulary is the plan's list of preferred prescription drugs for all drug categories).

Optum Rx also offers a pharmacy for specialty medications, which may require ongoing clinical oversight, infusion, or home nursing, or have unique storage or shipping needs. Call **+1-855-427-4682** for help or more information.

Problems and questions about your Optum Rx prescriptions? Connect with Integrity Pharmaceutical Advisors (IPA) when you need help, for example, if coverage was denied, you didn't receive a mail-order refill, or it cost more than you thought it would. IPA Concierge can be your advocate. Contact them at **+1-855-980-2064**, or go to calendly.com/LeviStrauss/appointment to schedule a consultation.

Medical plan comparison

Amounts shown are how much you pay after meeting the deductible, unless noted otherwise.

	UHC Choice Plus HSA Plan		UHC Choice Plus Plan		Kaiser NorCal HMO Plan
	In-network (Choice Plus)	Out-of-network	In-network	Out-of-network	In-network only
Annual LS&Co. HSA contribution (individual / family)	\$600 / \$1,150		N/A		N/A
Annual deductible (individual / family)	\$1,650 / \$3,300 ¹	\$2,850 / \$5,700 ¹	\$500 / \$1,000	\$1,000 / \$2,000	\$1,000 / \$2,000
Annual out-of-pocket maximum (individual / family)	\$3,000 / \$6,000 ¹	\$6,000 / \$12,000 ¹	\$2,700 / \$5,900	\$5,000 / \$12,000	\$3,000 / \$6,000
Preventive care (routine annual physicals, well-woman visits, well-baby visits, immunizations, etc.)	Covered at 100%, no deductible	40%	Covered at 100%, no deductible	40%	Covered at 100%, no deductible
Physician or specialist visit	10%	40%	\$20 primary care, \$35 specialist	40%	\$20 copay, no deductible
Telemedicine (primary care, mental health or substance abuse, dermatology)	\$25 (or less) for a standard visit \$190 (or less) for the first psychiatric consult, then \$95 (or less); \$85 (or less) for each consult with a master's-level therapist \$75 (or less) dermatology visit	N/A	\$20 copay \$35 copay (specialist)	N/A	Covered at 100%, no deductible or copay
Lab and X-ray	10%	40%	15%	40%	\$10 copay, after deductible 20%, up to \$50 for MRI, most CT and PET scans, after deductible
Inpatient services (hospital)	10%	40% ²	15%	40% ²	20%
Outpatient services (hospital)	10%	40%	15%	40%	20%
Behavioral health care or substance abuse (inpatient and outpatient)	10% (in-network deductible and out-of-pocket maximum apply) ²		Visits: \$20 copay Outpatient and inpatient facility services: 15% (in-network deductible and out-of-pocket maximum apply) ²		Inpatient psychiatric hospitalization: 20% Outpatient individual evaluation and treatment: \$20 copay, no deductible
Emergency room visit	10% (40% for nonemergency)		15% (40% for nonemergency)		20% (deductible waived if admitted); covered the same out-of-network, if life-threatening emergency
Fertility services (lifetime max 3 treatment cycles)	10%	40%	15%	40%	Covered at 50%, no deductible; does not apply to out-of-pocket maximum

¹ Family deductible applies if you cover any dependents.

² Precertification required for out-of-network inpatient hospital services.

Amounts shown are how much you pay after meeting the deductible, unless noted otherwise.

	UHC Choice Plus HSA Plan		UHC Choice Plus Plan		Kaiser NorCal HMO Plan
	In-network (Choice Plus)	Out-of-network	In-network	Out-of-network	In-network only
Urgent care	10%	40%	15%	40%	\$20 copay, no deductible
Alternative care (acupuncture or chiropractic – combined 45-visit limit)	10%	40%	\$35 copay	40%	Acupuncture covered with referral from doctor for pain management \$15 copay for chiropractic, no deductible, 30-visit limit
Prescription – retail (30-day supply)	10%		15%		
Generic	\$10 min / \$20 max	No coverage	\$10 min / \$20 max	No coverage	\$10 copay, no deductible
Preferred brand	\$25 min / \$50 max	No coverage	\$25 min / \$50 max	No coverage	\$30 copay, no deductible
Non-preferred brand	\$40 min / \$80 max	No coverage	\$40 min / \$80 max	No coverage	\$30 copay, no deductible
Prescription – mail order (90-day supply) You can receive a 90-day supply at retail pharmacies for the same discounted mail-order rate.	10% (after you meet the deductible)		15% (after you meet the deductible)		100-day supply
Generic	\$20 min / \$40 max	No coverage	\$20 min / \$40 max	No coverage	\$20 copay, no deductible
Preferred brand	\$50 min / \$100 max	No coverage	\$50 min / \$100 max	No coverage	\$60 copay, no deductible
Non-preferred brand	\$80 min / \$160 max	No coverage	\$80 min / \$160 max	No coverage	N/A

Travel benefits to support your health: If you're unable to find covered services within 50 miles of your home, our national health plan continues to reimburse travel and per diem costs, per IRS guidelines, up to \$10,000. This includes services for all covered employees and their dependents, regardless of where they live.

Specialty care programs for UHC members

Enrolled in a UHC medical plan? You and your covered family members have access to these health care programs and resources – all at no charge to you.

Advocate4Me elite concierge support

Receive help to:

- » Understand your benefits, claims and medical bills.
- » Avoid overpaying for medical services, find the right care, and compare cost options.
- » Take advantage of all your plan's health and well-being benefits.

You can also speak to a nurse if you have questions about a medical condition, treatment or prescription.

Call before you go! Not sure if you need to see a doctor? Talk to a nurse on the 24/7 nurse line.

- » **UHC Advocate4Me: +1-866-204-1923**
- » **Kaiser Advice Nurse: +1-866-454-8855**

Expert medical opinion

Get a second medical opinion with 2nd.MD. They'll connect you with board-certified doctors and specialists for a phone or video consultation. For more information, go to 2nd.MD/Levi, or call **+1-866-269-3534**.

Cancer support through your treatment

Work with experienced oncology nurse case managers to help support and reinforce your treatment plan. They can also provide you and your family with support during treatment.

Convenient access to midlife care

Midi Health is a leading virtual clinic that provides you and your spouse or domestic partner with expert treatment and support for symptoms – from hot flashes and weight gain to low libido and brain fog. Learn more at JoinMidi.com/Levi.

Family health care through Maven

Maven will be your first stop for accessing family-forming services and benefits. Go to page 19 to learn more.

There's more

UHC offers additional clinical support programs, including:

- » Asthma management
- » Comprehensive kidney solutions
- » Diabetes management
- » Transplant resource services

Learn about all the UHC specialty care programs and resources at myUHC.com, or call **+1-866-204-1923**.



Let Garner Health help you find top-notch doctors

“Where do I even start?” is a common question when looking for a doctor near your home or work, whether for day-to-day concerns or for a more complicated diagnosis. Garner can make finding the best doctors (those ranked in the top 20% in their field) much easier.

UHC medical plan members can use the Garner platform. You'll respond to simple prompts about your health needs, for example, you're having wrist pain. From there, Garner taps into several location-specific data sources – including outcomes and quality of care, cost, provider availability, and patient reviews – and generates a personalized list of doctors, ranked according to your preferences, that may be best for you.

As you dive into your list, you can expect to see:

- ✓ Review scores from their patients (1 to 5 stars)
- ✓ Measures of how successful they are treating your specific need
- ✓ The distance from their office to your home or work
- ✓ Hours, address and phone number of their practice
- ✓ Their affiliation with UHC networks

How to use Garner

You can connect one-on-one with a Garner Concierge by phone at **+1-866-761-9586**. They can answer questions, help you with your doctor search and confirm next appointment availability.

You can also use Garner's website and app ([App Store](#) | [Google Play](#)).

Using the Garner platform is free. Then when you visit with providers and receive care, your UHC benefits will apply.

How to register

You'll need to register to get started with Garner. Go to [garner.guide/start](#) or download the app.

Garner has no financial relationship with doctors. Garner recommendations are based solely on independent analysis, not commissions or fees.

Personalized support for managing health risks

Newtopia is a personalized habit-change coaching program designed for those who want to reverse their risk of developing diabetes, heart disease or stroke. This program gives you the support that you need through:

- » One-on-one virtual coaching
- » Genetic testing
- » Tools and technology for easy tracking

Eligibility criteria include an out-of-range BMI or waist circumference, or at least two other risk factors, such as blood pressure, blood glucose, triglycerides or HDL levels. If you have not completed your biometric screening, you can complete the Newtopia online risk screener to see if you qualify. If you do, you'll be invited to join the program at no cost. The program is also available to your spouse or domestic partner who needs personalized coaching to reduce their risk of an ongoing condition like diabetes, heart disease and stroke.

Visit Newtopia at [cloud.my.newtopia.com/LeviStrauss](#) to learn more.

Genetic insights

Color's confidential genomics health service helps you learn more about your potential health risks. Color's service includes a physician-ordered test that provides genetic insights on your risk for common hereditary cancers and heart conditions, and on how your body might process certain commonly prescribed medications. Go to [color.com/go/LeviStrauss](#), and enter the requested information to verify that you're eligible for this benefit. There's no cost to you.

LS&Go! athletic event sponsorship

Get reimbursed up to \$50 each quarter for your athletic event registration fees, and receive an LS&Go! T-shirt. Visit [Threads \(Search: LS&Go\)](#) for more information on qualified events and submission details.

Keep that smile healthy with dental coverage

We offer two dental plans through Aetna. Both options provide coverage for preventive, basic and major services. The premium plan costs more for coverage, but there's no deductible, and it offers a higher annual benefit, including orthodontia care for both children and adults.

Summary of Benefits	Aetna Core Dental Plan	Aetna Premium Dental Plan
Annual deductible	\$50 per person	None
Annual benefit maximum for basic and major services	\$1,500 per person	\$2,500 per person (excluding orthodontia)
Preventive services* (exams and cleanings)	100% (no deductible)	100%
Basic services (fillings, simple extractions, root canals)	20% after deductible	20%
Major services (crowns, onlays, inlays, dentures)	50% after deductible	50%
Orthodontia (including Invisalign)	No coverage	50% up to \$2,000 lifetime maximum (adults and children eligible)

* Two annual preventive visits per year per person. Annual dental cleanings are excluded from the annual dental limits for all plans.

Set your sight on clearer vision

We offer two vision plans through Vision Service Plan (VSP) that help you save money on eye exams, lenses, frames and contact lenses.

To receive a greater benefit, you must go to a participating VSP provider. Choose from a large network of independent doctors and participating retail chains, including Visionworks, Walmart, Costco, Sam's Club, Pearle Vision, AccuVision, Rosin Eyecare, MyEyeDr. and EyeCare Centers.

Summary of Benefits	VSP Core Plan	VSP Premium Plan
Exam	\$10 copay (one exam per year)	\$0 copay (one exam per year)
Benefit frequency	Every calendar year	Every calendar year
Prescription glasses benefit	One set per year; \$25 copay	Two sets per year (\$20 copay per set)
Single or lined bi- or trifocal lenses	\$0 copay	\$0 copay
Progressive lenses		
Standard	\$0 copay	\$0 copay
Premium	\$80–\$90 copay	\$80–\$90 copay
Custom	\$120–\$160 copay	\$120–\$160 copay
Frames	\$25 copay; \$150 allowance	\$200 allowance per frame
Contact lenses	\$60 copay; \$150 allowance per set (one set per year in lieu of glasses)	\$60 copay; \$200 allowance per set (two sets per year in lieu of glasses)
LASIK	Discounts on PRK and LASIK available through contracted laser center	\$1,000 allowance (\$1,000 lifetime maximum for both eyes)



TruHearing offers up to 60% off of hearing aids for all VSP members and their families. Hearing aids are usually covered by your medical plan, so check your plan details first. Visit vsp.com for more information, including information on non-VSP providers.

ACCOUNTS THAT HELP YOU SAVE

Set aside tax-free money for your immediate and future health needs and for everyday things like day care and commuting expenses.



The money-saving benefits of a Health Savings Account

With a Health Savings Account, you can save pretax dollars to pay for eligible medical expenses, without straining your finances. It's available to those who enroll in the UHC Choice Plus HSA Plan.

Use your HSA money to pay for eligible medical, dental and vision expenses, including deductibles and copays, or keep it for future expenses.

Inspira Financial administers the HSA. Before you can receive LS&Co.'s HSA contributions and make your own, you need to activate an account with Inspira Financial. Go to InspiraFinancial.com, or call +1-888-678-8242 to get started.

Triple tax savings

- » Contributions you make to your HSA are federal tax-free. You can select a contribution amount when you enroll, and contributions are taken from your paycheck pretax.
- » When you use the money in your account to pay for eligible health care expenses, it's tax-free.
- » Once your balance reaches \$1,000, you can invest your money and watch your earnings grow federal tax-free.

How the plan works

- » LS&Co. contributes money to your account – \$600 annually for employee-only coverage and \$1,150 annually if you cover dependents (prorated if hired after January 1).
- » You can contribute to your account, though you're not required to. And you can change your contribution at any time throughout the year.
- » The maximum total annual contribution (yours and LS&Co.'s) to your HSA can increase each year. For 2025, the limit is \$4,300 for employee-only coverage and \$8,550 if you cover dependents. You can contribute an additional \$1,000 if you're age 55 or older.
- » No use-it-or-lose-it – any money in your HSA that you don't spend stays in your account to help you save for future medical and retiree health care expenses.
- » Your HSA belongs to you, always. You take it with you if you leave the company or retire.
- » When you reach age 65, you can use the funds in your account for any reason, but you'll pay income taxes if you use the money for something other than eligible health care expenses.

Paying for eligible expenses

You'll receive an Inspira Financial debit card to pay for out-of-pocket expenses. If you ever need to pay for eligible expenses out of your own pocket, you can reimburse yourself from your account. Learn more at InspiraFinancial.com.

Save your receipts! It's up to you to keep records of how you spend your HSA dollars, in case you ever need to provide documentation to the IRS for tax purposes.

HSA eligibility

- » You can only open an HSA if you're enrolled in the UHC Choice Plus HSA Plan.
- » You cannot be covered by any other health plan, including as a dependent on your spouse's or parent's plan, or under Medicare Part A or Part B.
- » You and any covered dependents cannot be enrolled in a Health Care Flexible Spending Account (FSA), but you can open a Dependent Care Flexible Spending Account (FSA).
- » You cannot be claimed as a dependent on another person's tax return.
- » If you're approaching age 65 and/or Medicare eligibility, it is important to understand the IRS rules and regulations around HSA contributions and Medicare enrollment. HSA contributions may affect your Medicare eligibility, for example, you cannot contribute to an HSA during the six months before you activate Medicare coverage. Consult your tax advisor before making any HSA contributions as you approach retirement.



For a list of qualified medical expenses, visit the IRS website at irs.gov, and type **Publication 502** in the search box.

Why save with a Health Care Flexible Spending Account?

Save pretax money via paycheck deductions by participating in the Health Care Flexible Spending Account (FSA). Use the money in your account to pay for eligible medical, dental and vision expenses.

Employees enrolled in the UHC Choice Plus HSA Plan cannot participate in the Health Care FSA.

- » **FSA elections:** Do not carry over from year to year; you must make a new election each plan year.
- » **Contribution limit:** The contribution limit was \$3,200 in 2024 and may increase in future years.
- » **Plan year:** January 1 through December 31
- » **Unused funds:** Expenses must be incurred by the end of the year, or you'll lose any remaining money in your account. You have 90 days to submit claims on expenses incurred through the end of the month.
- » **Portable account:** If you leave the company, you have 90 days from your last day at the company to submit claims for eligible expenses incurred before your last day of work.

For more information, go to [Threads \(Search: FSA\)](#), or visit Inspira Financial, the FSA administrator, at InspiraFinancial.com.

Inspira Financial administers the Health Care and Dependent Care Flexible Spending Accounts. Levi Strauss & Co. has partnered with Inspira Financial to offer you accounts that help you plan and save for your health care and dependent care expenses each year.

For more information, go to [Threads \(Search: FSA\)](#) or InspiraFinancial.com.

Why save with a Dependent Care Flexible Spending Account?

Save pretax money via paycheck deductions to pay for eligible dependent care expenses with a Dependent Care Flexible Spending Account.

- » **FSA elections:** Do not carry over from year to year; you must make a new election each plan year.
- » **Contributions:** Up to \$5,000 (if you're married and filing taxes separately, the maximum is \$2,500)
- » **Plan year:** January 1 through December 31
- » **Unused funds:** If not used by the end of the year, they will be forfeited. You have 90 days to submit claims on expenses incurred through the end of the month.
- » **Portable account:** If you leave the company, you have 90 days from your last day at the company to submit claims for eligible expenses incurred before your last day of work.

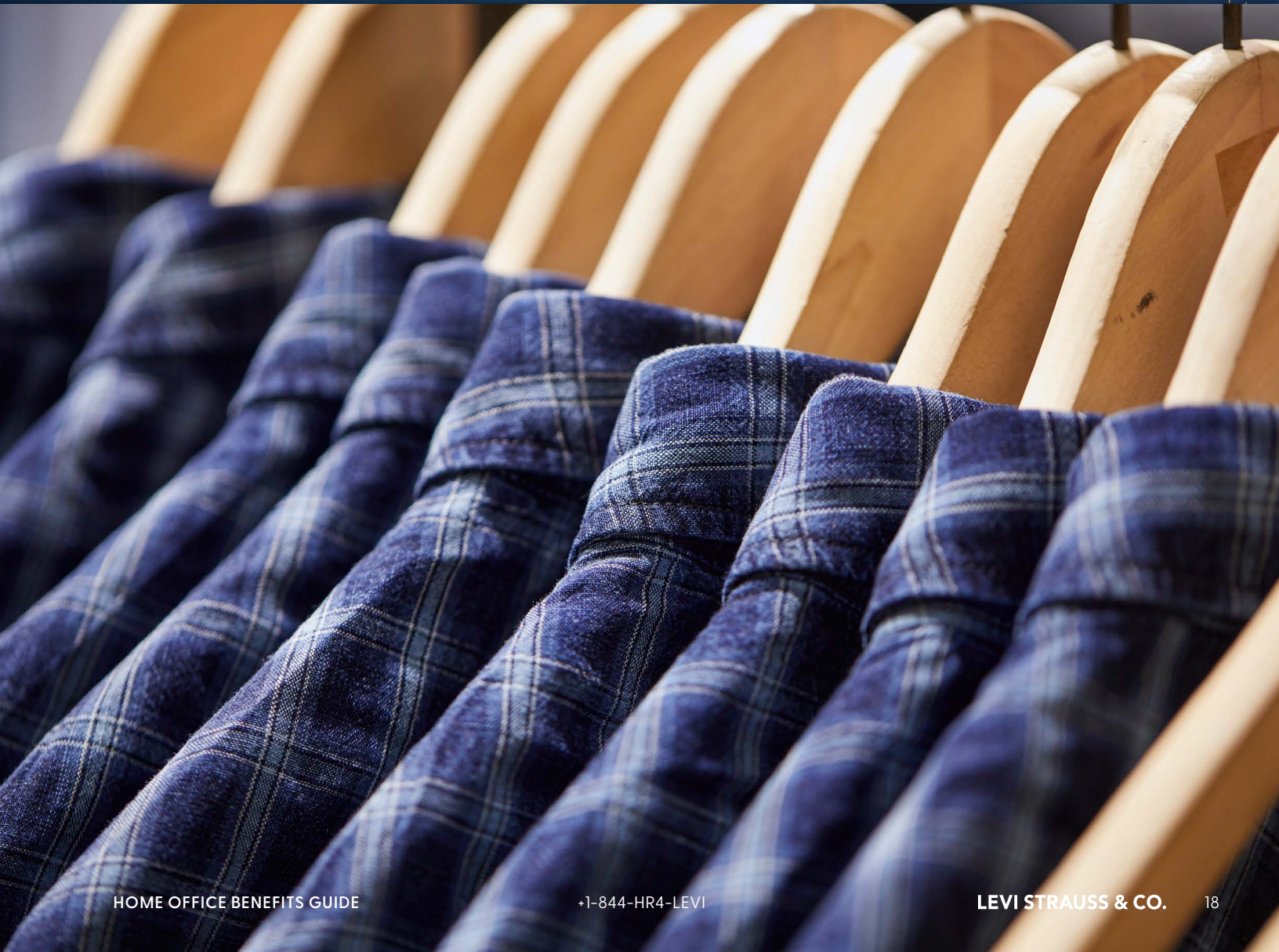
For more information, go to [Threads \(Search: FSA\)](#) or InspiraFinancial.com.

Commuting to work?

With the commuter benefits program, you can pay for commuting expenses with pretax dollars. Set aside up to \$315 for mass transit costs and \$315 for parking each month. You can stop, start and change your elections at any time. If you leave LS&Co., you forfeit any unused funds in your account. Enroll anytime at InspiraFinancial.com.

SUPPORTING YOUR FAMILY

Families come in all shapes and sizes. So you need flexibility and options when it comes to benefits that support yours. Take advantage of what we offer you – it's available to you for that exact reason.



Maven: Your first stop for family support benefits at every life stage

Maven provides care that meets you and your family where you are. You have access to a team of family health experts even at 2 a.m., when your baby is crying and you're exhausted.

Maven is available to UHC plan members. This program will be your starting point when you need help with:

- » Fertility and family-forming services – IUI, IVF, egg and sperm freezing, adoption and surrogacy support
- » Maternity and newborn care – pregnancy, postpartum, return-to-work, miscarriage and loss
- » Breastmilk storage and shipping while traveling
- » Parenting and pediatrics care – early childhood development, social and behavioral support, childcare and education assistance
- » Menopause support – perimenopause, menopause, post-menopause

Once you connect with Maven, they'll direct you to the resources you need and coordinate your care and benefits coverage with UHC.

With Maven, you'll be able to video chat and message with fertility, pregnancy and postpartum specialists; mental health providers; OB-GYNs, nurse practitioners, midwives, doulas, prenatal nutritionists and lactation consultants; physical therapists; developmental psychologists; pediatricians; sleep coaches; and parenting experts and career coaches at any time.



Fertility benefits

You can receive up to three cycles of bundled fertility services, so you don't have to worry about running out of coverage during your treatment. LS&Co. also provides support for all journeys, including fertility preservation (e.g., elective egg freezing) through UHC.

After connecting through Maven, an experienced fertility nurse can assess your needs, share information about treatment options, locate a specialist near you, and provide support along the way. Go to MavenClinic.com/join/GetSupport to learn more.

Surrogacy assistance benefits

Be reimbursed when you use a surrogate to have your baby, up to \$20,000 per child. Contact Ask HR to learn more.



Learn about Maven now! Visit MavenClinic.com/join/GetSupport.



Adoption assistance – offered to all benefits-eligible LS&Co. employees

When growing your family through adoption, you can be reimbursed up to \$20,000 in eligible expenses per child, including adoption fees, court costs and adoption-related travel expenses. For more information, go to [Threads \(Search: Adoption Assistance\)](#).

Get all kinds of help for your kids and older family members with Bright Horizons

Backup care

Receive up to 100 hours per year of backup care when you need to be at work and your regular childcare or adult care cancels on you. You'll also receive an additional 100 hours to use within 12 months after you give birth to, foster or adopt a new child.

- » Copays: \$2 per hour for center-based care, \$4 per hour for in-home care
- » Free membership to Sittercity, your online resource to find babysitters, nannies, pet sitters, senior care providers and more
- » Preferred enrollment at Bright Horizons childcare centers and tuition discounts at participating network childcare centers, such as KinderCare

College Coach®

Access to a team of experts who can help you plan for college costs and navigate the admissions process.

Elder care

Tools, resources and referrals to help you navigate elder care options, access elder care resources, and get guidance in finding assistance programs and in-home caregivers.

Virtual tutoring for school-aged children (ages 5–18)

From getting caught up over the summer to having ongoing support throughout the next school year, virtual tutoring provides your child extra help in reading, math, science, social studies and more than 300 other subjects.

BabySparks

Keep your child engaged through the BabySparks app ([App Store](#) | [Google Play](#)). Access thousands of activities for children ages 0 to 3. Plus, you'll receive 60% off your premium subscription!

NAPS

Want some guidance from trained medical professionals? NAPS is for you. Webinars, parenting groups, Ask a Nurse, and consultations for pregnancy and early parenting are all available with a 20% discount.

Screen Sanity

Support for you and your children in an increasingly digital world. Screen Sanity offers webinars and tools to help parents educate their children about digital health.



For more information and to register, visit [Threads \(Search: Bright Horizons\)](#).

Free access to 24/7 virtual pet care

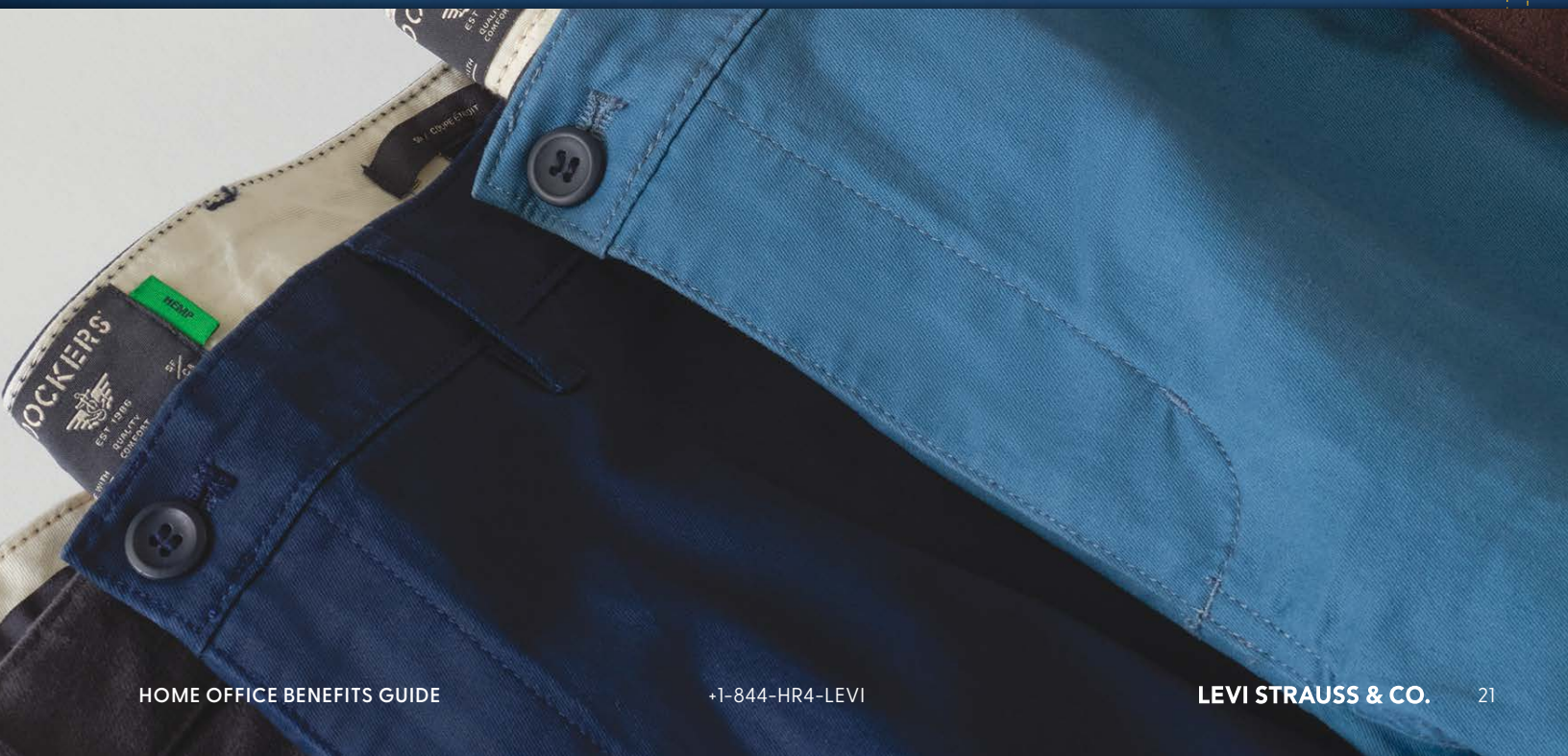
Meet your new pet care companion! Airvet provides veterinary care via video or chat when you have an urgent concern about your pet's health or when they need routine care.

Airvet can be a win-win for you too. You can save time and money without having to deal with stressful visits to the vet. The service is unlimited, and no appointments are required.

To get started, visit join.Airvet.com/GetStarted, or download the Airvet app, and then sign up using your LS&Co. email.

MORE FINANCIAL OPTIONS FOR YOUR PEACE OF MIND

Well-being applies to your money too. And our financial benefits can help you with your needs now, with the unexpected, and with building for the future.



Levi Strauss & Co. pays YOU when you save with the Employee Savings and Investment Plan (ESIP)

The ESIP is a qualified 401(k) retirement savings plan. When you contribute, LS&Co. does too. You'll receive \$1.25 from the company for every \$1.00 you contribute, up to 6% of your pay.

Plan highlights

- » You're immediately eligible to participate in the ESIP and can enroll anytime.
- » You decide how much to contribute. You can contribute on a pretax basis, on a Roth basis, or a combination of both, up to IRS limits. The chart on page 23 shows the limits.
- » If you're age 50 or older, you can make catch-up contributions to save even more.
- » The company match applies to your pretax, Roth and catch-up contributions combined.
- » Choose from a variety of investment options for your retirement savings.
- » Increase, decrease, stop or restart your contributions at any time, unless enrolled in the Deferred Compensation Plan, in which case, you need to make your contribution election during the plan's enrollment period.

Get the details on [Threads \(Search: ESIP; Roth\)](#).

Get started

Go to NetBenefits.com to learn more, enroll, check your balance and make changes throughout the year. Scan this QR code to elect or change your contribution amount. You'll get to NetBenefits.com through single sign-on when you're logged in to the LS&Co. network. Otherwise, you'll need to enter your Fidelity username and password.



While visiting NetBenefits.com, don't forget to add your beneficiaries.

Check out the chart on page 23 for a summary of key plan features.

Roth: A way to save for retirement

With Roth contributions, you pay taxes on your contributions to your 401(k) now. This means you'll have a little less in your paycheck, but because you've paid taxes on your money now, you may not owe taxes when you withdraw your Roth contributions in the future. Investment earnings on your Roth contributions can also grow tax-free. To learn more about Roth contributions, go to [Threads \(Search: ESIP; Roth\)](#).

Ready to save through Roth?

Follow these steps to add Roth to your mix:

1. Scan the QR code to access NetBenefits.com.
2. Select **Contributions**.
3. Choose **Contribution Amount**.
4. Enter your **Contribution Amount** as a percentage in the pretax and/or Roth boxes (and your catch-up elections, too, if you're age 50 or older).
5. Print or screen shot your confirmation.



Questions?

Call Fidelity at **+1-800-354-6560** to speak to a consultant.

With the ESIP 401(k) you can mix (and get a match on) your contributions

Pretax, Roth, catch-up: You decide, and the rules vary, based on contribution type.

Types of contributions

Pretax	Roth	Catch-up
Paycheck contributions are deducted before taxes are withheld.	Paycheck contributions are deducted from your paycheck after taxes are withheld.	Set aside additional money if you're age 50 or older. Make catch-up contributions on pretax and/or Roth basis.

How much can you contribute?

Pretax	Roth	Catch-up
Contribute from 1% to 75% of your compensation, ¹ up to the IRS annual limit (adjusted annually for inflation; \$23,000 in 2024). ^{2,3}	Contribute from 1% to 75% of your compensation, ¹ up to the IRS annual limit (adjusted annually for inflation; \$23,000 in 2024). ^{2,3}	Contribute from 1% to 75% of your compensation, up to the IRS catch-up limit (adjusted annually for inflation; \$7,500 in 2024). ³

Does Levi Strauss & Co. match your contributions?

Pretax, Roth and Catch-up

Yes! **The company matches on your pretax, Roth and catch-up contributions combined.** The maximum company match is \$1.25 for every dollar you contribute, up to 6% of your covered compensation. Stated another way, you maximize the match when you contribute 6%, with \$1.25 from the company **added** to your \$1.00 of savings.

What happens when you receive a distribution from your 401(k)?

Pretax	Roth	Catch-up
Pay taxes on pretax contributions and earnings. Penalty applies for withdrawals before age 59½.	CONTRIBUTIONS: Distributions of Roth contributions are tax-free and not subject to penalties. EARNINGS: <ul style="list-style-type: none">After age 59½, distributions of earnings are tax-free if you made your first Roth contribution at least five years earlier.Generally, before age 59½, you'll pay taxes on earnings, and a penalty applies.	Rules for pretax and Roth contributions apply.

¹ Pretax and Roth contributions combined must be between 1% and 75% of compensation.

² The combined total of your Roth and pretax contributions cannot exceed the IRS annual contribution limit (\$23,000 in 2024).

³ IRS contribution limits may increase in the future. If limits change, you'll have an opportunity to update your contribution amount.

Own a piece of the company with the Employee Stock Purchase Plan (ESPP)

The Employee Stock Purchase Plan (ESPP) allows you to buy LEVI stock at a 15% discount, giving you ownership in the company.

Key features

- » The ESPP is open to all U.S. employees (exceptions: expats or inpatients in a country where an ESPP is not offered, and fixed-term, seasonal or contractor workers).
- » The plan is administered through Fidelity.
- » You can purchase shares of LEVI stock at a 15% discount through post-tax payroll deductions. Decide how much you'd like to contribute – anywhere from 1% to 10% of your eligible pay, up to a maximum of \$25,000 a year.
- » Your contribution accumulates throughout a three-month offering period. The shares are purchased on the last trading day of the offering period.

Selling your shares

You can always sell your shares, but you'll be taxed when you do. You cannot sell LEVI stock if you have inside information about the company's finances. Some employees are subject to the trading blackout calendar, which will prevent trading LEVI stock during certain parts of the year.

Get the details on [Threads \(Search: ESPP\)](#).

Protect your financial future with supplemental life and AD&D

Basic life and accidental death and dismemberment (AD&D)

All full-time and part-time employees working 20 or more hours a week receive basic life and accidental death and dismemberment (AD&D) insurance at no cost.

- » Life pays a benefit to your beneficiaries in the event of your death.
- » AD&D pays a benefit to your beneficiaries or to you if you or a covered family member dies or is injured in an accident.

Supplemental life and AD&D

You can also purchase supplemental life and AD&D insurance for yourself, your spouse or domestic partner, and your children.

Do I need to submit evidence of insurability (EOI)?

You may if you apply for a certain level of supplemental life insurance for yourself and/or your dependents. If required, The Hartford will send you an EOI form; you can get the form on Workday as well. If you don't complete an EOI form by the deadline, you will not have any coverage over the maximum.

Who's Covered	Basic Life and AD&D (company-paid)	Supplemental Life (paid by you)	Supplemental AD&D (paid by you)
You	Basic life: 1 times your base salary AD&D: equal to your base pay, up to \$750,000* with a minimum of \$50,000	1 times to 6 times base salary, up to \$1 million (in addition to basic life coverage)	\$10,000 and \$300,000
Your spouse or domestic partner	N/A	\$5,000 to \$100,000, in \$5,000 increments	65% of employee benefit if children are not covered 50% of employee benefit if children are covered
Your child(ren)	N/A	\$5,000 or \$10,000 for each dependent child age 6 months to 26 years \$1,000 for each dependent child younger than 6 months	25% of employee benefit, up to \$50,000,* if spouse or DP is not covered 15% of employee benefit, up to \$50,000,* if spouse or DP is covered

* Basic life over \$50,000 is considered imputed income. You'll pay taxes on the premium paid by the company for coverage over \$50,000.

Prepare for the unexpected with short-term and long-term disability

Can't work due to an illness, injury or pregnancy? We have you covered. Take time off to get better or heal – and not lose your income – with our disability plans.

Short-term disability

What it's for

The plan covers employees who can't work and have missed more than seven days of work due to an illness, injury, medical emergency, surgery or childbirth (including pregnancy disability and postpartum recovery).

What you get

After a seven-day waiting period, you receive:

- » Weeks 2–12: 100% of salary
- » Weeks 13 through day 150: 75% of salary

What else you need to know

The maximum benefit period is 150 days. If you're still unable to return to work after 150 days, long-term disability kicks in.

If you live in Colorado, Connecticut, Hawaii, New Jersey, New York, Oregon, Rhode Island, Washington, D.C., or Washington State, you must apply for state benefits to supplement your LS&Co. short-term disability benefit.

Employees in California receive state-paid benefits through a California Voluntary Disability Insurance (VDI) plan, administered by Matrix.

Long-term disability

What it's for

Long-term disability pays a benefit if your disability continues past 150 days. You'll receive information from Matrix on how to transition to long-term disability.

What you get

You'll receive 60% of your base salary, up to a maximum of \$18,000 per month.

What else you need to know

The length of your long-term disability depends on the seriousness of your health condition.

You're automatically enrolled in long-term disability, and you can select either the non-taxable option or taxable option when you enroll in benefits.

- » With the non-taxable option, you pay tax on the value of the premium now (called imputed income tax), but any future benefits you receive are tax-free.
- » Alternatively, with the taxable option, there's no cost to you now, but if you're paid long-term disability benefits in the future, they'll be taxable income.

The charts below show how your choice can make a big difference in your benefit payment.

Contact Matrix at **+1-877-202-0055** to apply for short-term and long-term disability. You can also talk with Matrix about other types of leaves. Visit [Threads \(Search: Disability, Leaves of Absence\)](#) for details.

LTD Benefit Option	Taxable Benefit	Non-Taxable Benefit
Sample annual base salary	\$75,000	\$75,000
Sample monthly salary	\$6,250	\$6,250
Monthly premium paid by LS&Co. (0.275 per \$100 of monthly salary)	\$17.19	\$17.19
Sample tax bracket	25%	25%
Estimated monthly imputed income tax you'll pay	\$0	\$4.30

LTD Benefit Impact	Taxable Benefit	Non-Taxable Benefit
Monthly LTD benefit (60% of salary)	\$3,750	\$3,750
Estimated tax you'll pay on your LTD benefit	\$937.50	\$0
Sample monthly LTD benefit paid to you	\$2,812.50	\$3,750

Additional financial protection with voluntary insurance

You can purchase additional insurance during your Open Enrollment period to further protect your family and wallet if an unplanned accident, illness or hospital stay occurs.

Accident insurance

Be prepared for the unexpected with accident insurance. While your medical plan offsets most of the treatment costs for injuries resulting from an accident, you can choose to enroll in additional accident insurance, which pays a lump-sum payment directly to you to cover expenses that your medical benefits don't cover, such as deductibles, emergency treatments, transportation, medical equipment, etc. This coverage is available to you, your spouse and your dependent children.

Examples of covered accidental injuries:

- » Fractures
- » Concussions
- » Torn knee cartilage
- » Severe burns

Critical illness insurance

A critical illness can have an emotional and physical impact on you and your family. Critical illness insurance helps protect against risks to your finances and against unforeseen medical bills, letting you focus on your recovery.

Critical illness insurance pays a lump-sum payment directly to you upon diagnosis for eligible conditions. The payment can be used to help offset expenses not covered by your medical insurance, for example, deductibles, medical equipment, daily living expenses, caregiving assistance, etc. You can purchase coverage for yourself, your spouse and your dependent children.

Eligible conditions include:

- » Heart attack
- » Stroke
- » Invasive cancer
- » Major organ transplant
- » End-stage renal failure
- » Coronary artery bypass surgery

Hospital indemnity insurance

With hospital indemnity insurance, you can supplement your existing medical coverage and receive a cash benefit for hospital visits (including initial admission, inpatient hospital stays, intensive care unit stays, inpatient rehabilitation and more). The benefit does not have a preexisting condition limitation, and there isn't a waiting period.

The benefit amount will be paid directly to you and can be used to cover deductibles, medical equipment and other eligible expenses that you, your spouse or dependent children incur. Hospital stays for pregnancy and newborns are also eligible.

You have the option to enroll in the Standard Plan or the High Plan. With the High Plan, the cost of coverage will be higher than the Standard Plan, but the High Plan will pay double the benefit you'd receive under the Standard Plan.

To learn more about accident insurance, critical illness and hospital indemnity coverage and to get help deciding whether enrolling in one of these plans is right for you, visit MyBenefits.RelianceMatrix.com/LeviStrauss.

YOUR EMOTIONAL AND MENTAL HEALTH

Whether it's now or at a later time,
you have several options to get the
care you need, when you need it.



Choice, flexibility and access to care for your total well-being

Our mental health partnership with Lyra



Lyra can help you with stress, anxiety, depression, substance abuse, relationship challenges and more. Access Lyra's online platform, and easily sign up for one-on-one counseling, webinars and educational resources. Lyra is available at no cost to you and family members in your household.

Seamless integration with your medical plan

Through Lyra, you receive up to 16 sessions with a coach or therapist per household person within a given year. If you need care beyond the 16-session limit, you and your dependents who are enrolled in an LS&Co. UnitedHealthcare medical plan can continue therapy sessions from a Lyra network provider. These sessions are billed through the health plan and subject to in-network outpatient mental health cost sharing.

Note: Medication management consultations are subject to a copay but do not apply against your 16 sessions.

UHC and Optum working together for your benefit

With UHC and Optum mental health and substance abuse benefits, you and your dependents get the care you need without worrying about access or cost barriers. The program offers higher in-network coverage levels, whether your provider is in the plan's network or not. Yes, you read that right!

UHC and Optum can connect you with providers and personalized emotional well-being resources, including specialized support for individuals struggling with substance abuse and for families navigating a child's behavioral health condition.

Don't burn out. Grow with Thrive Global

LS&Co. partners with Thrive Global, a leading behavior-change technology company that helps you prioritize your overall well-being, reduce stress, build resilience, improve productivity and strengthen your connections.

Thrive Global focuses on six core areas: stress, sleep, food, focus, connection and money. When you join Thrive, you'll choose a journey, and every day you'll be given short videos and microsteps (small, science-backed steps that are too small to fail) to help you build positive, lasting habits.

Access the Thrive platform online ([app.ThriveGlobal.com](https://app.thriveglobal.com)), through the app ([App Store](#) | [Google Play](#)) and through Teams (navigate to the pinned Thrive Global space).

To sign up, use your company email and group code: levi-lsa. This is also available to share with your family and friends, using group code: **leviscommunity**.

Calm

Employees enrolled in any of our medical plans have access to Calm. Calm is an app for daily use that uses meditation and mindfulness to help lower stress, reduce anxiety and improve sleep quality. With guided meditations, programs taught by world-renowned experts, sleep stories narrated by celebrities, mindful movement videos and more, Calm offers something for everyone.

Kaiser mental health benefits

Kaiser Northern California HMO Plan members have additional support available.

Through Lyra, you receive up to 16 sessions with a coach or therapist per household member within a given year. If you need care beyond the 16-session limit, care will transition to your Kaiser behavioral health benefit. Kaiser has an extensive network of providers, personalized emotional well-being resources, and innovative virtual care and digital self-help tools. They also provide specialized support for individuals struggling with substance abuse and for families navigating a child's behavioral health condition.

Kaiser plan members also have access to the Headspace Care app which has tools to help improve a person's emotional well-being.

One-on-one coaching is available through text and provides employees with the support needed to address personal challenges. Get help with stress, anxiety, sleep, mood and so much more.

Plus, the services are offered at no cost to employees. Even better, coaches are available around the clock, 24/7.



YOUR TIME, YOUR PURPOSE

Take time to rest, recharge, pursue your other passions and give back to your community. We offer a variety of ways for you to focus on what you love.



Take time off...with pay

Taking time away from work is vital to your physical, emotional and mental well-being. Whether you're taking a vacation, taking a mental health day or taking time to care for a family member, we make sure you have the time you need.

Paid leaves of absence

You can take a leave of absence to care for an immediate family member who is ill, bond with your new child, or mourn the loss of a loved one.

Family care leave: Eight weeks of paid leave to care for an immediate family member (spouse or domestic partner, parent, stepparent, child or stepchild) with a serious illness

Parental leave: Eight weeks of paid leave to bond with your child after you become a parent through birth, adoption or foster care

Pregnancy disability leave: Twelve weeks of paid leave under short-term disability to use during your pregnancy, before and after the birth of your child

Contact Matrix at **+1-877-202-0055** to apply for family care leave, parental leave and pregnancy disability leave. Visit [Threads \(Search: Leaves of Absence\)](#) for details.

Bereavement leave: Two weeks of paid leave following the death of an immediate family member, including pregnancy loss or the death of an unrelated person with whom you had a significant relationship. For bereavement leave, employees should contact their manager. Visit [Threads \(Search: Bereavement\)](#) for details.

Time Off with Pay Program (TOPP)

Employees: Accrue paid time away biweekly, depending on completed years of service.

Part-time employees: Accrue prorated TOPP time based on regularly scheduled workweek and years of service.

Service Time	Yearly TOPP Hours Earned	Biweekly TOPP Hours Earned	TOPP Hours Cap*
First year	120	4.615	N/A
1-4 years	160	6.154	240 hours
5-9 years	200	7.692	300 hours
10-19 years	240	9.231	360 hours
20+ years	280	10.770	420 hours

* Your TOPP hours roll over from year to year. Once you hit the hours cap, you will not accrue additional hours until you use hours and your balance falls.

Executives: Offered flexible TOPP. Executives and leaders use TOPP as needed for routine purposes.

Paid holidays

You're eligible for a certain number of paid holidays each year. The holiday schedule is released prior to the start of the new year.



Shop, dine, and travel for less with discount shopping provided by Corestream. Before you book a trip, rent a car, visit a theme park, or enjoy a night out, go to Levis.Corestream.com to see if there are deals available to you. You'll need your employee ID to register.

Getting involved makes the difference

The strength of our community allows us to find greater purpose in what we do. Giving back is part of the fabric that is LS&Co.

Give a little with the employee giving program

Through the employee giving program, you can:

- » **Earn a personal volunteer grant:** Volunteer with a nonprofit organization, and you can apply for a personal volunteer grant (one hour = \$20).
- » **Double your giving impact:** Make a donation to your favorite charity, and you can request that your charitable donation is matched by the Levi Strauss Foundation, up to \$2,000 per year. Volunteer hours and monetary matches are capped at \$2,000 each per year.
- » **Get paid to volunteer:** Make a difference in your community, and you can receive up to five hours per month of paid volunteer time.

Get a little through the Red Tab Foundation

The Red Tab Foundation is a nonprofit that assists LS&Co. employees, retirees and their families who are facing unexpected financial hardships, such as keeping the lights on, paying the mortgage or rent, or buying groceries or prescriptions. The quick, flexible cash grants are a critical intervention and lifesaver for those in crisis.

Reach out to the Red Tab Foundation if you're going through a hardship and need help. To apply or make a donation, go to RedTabFoundation.org.



CONTACTS AND RESOURCES

Benefits	Vendor	Website	Contact Information
Medical	UnitedHealthcare Policy #923812	myUHC.com 2nd.MD: 2nd.MD/Levi	UnitedHealthcare: +1-866-204-1923 8 a.m. to 8 p.m. Advocate4Me: +1-866-204-1923 Virtual Visits: +1-866-204-1923 Optum Rx: +1-855-475-5082 Nurse Help Line: +1-877-365-7949, 24/7 2nd.MD: +1-866-269-3534 M–F, 7 a.m. to 7 p.m. CT
	Kaiser Permanente Group #8384	kp.org Video consultations: kp.org/MyDoctor/VideoVisits	+1-800-464-4000 Kaiser Advice Nurse: +1-866-454-8855
Pharmacy concierge services	Integrity Pharmaceutical Advisors (IPA)	To schedule consultations calendly.com/LeviStrauss/appointment	+1-877-326-0735
Help finding a top-20% medical provider	Garner	garner.guide/start	+1-866-761-9586
Dental	Aetna Group #319863	aetna.com	+1-800-628-8793
Vision	VSP Group #00112676	vsp.com	+1-800-877-7195
Life and AD&D insurance	The Hartford	Initial claim: AskHR@Levi.com	Ask HR: +1-844-HR4-LEVI (+1-844-474-5384)
LS&Co. mobile wallet card		Levi Strauss & Co. MyMobileWalletCard.com/Levi	
Business travel and accident insurance	Chubb	chubb.com	+1-800-336-0627
	International SOS Member #1CPA2021	internationalSOS.com/MasterPortal/default.aspx?membnum=1CPA2021	+1-800-523-6586
Leaves of absence and disability	Matrix Absence Management	MatrixAbsence.com	+1-877-202-0055
Accident, critical illness and hospital indemnity insurance	Reliance Matrix	MyBenefits.RelianceMatrix.com/LeviStrauss	+1-877-202-0055
Employee Assistance Program	Lyra Health	Levi.LyraHealth.com	+1-877-260-6961
HSA, FSA and commuter benefits	Inspira Financial	InspiraFinancial.com	+1-888-678-8242

Benefits	Vendor	Website	Contact Information
ESIP 401(k)	Fidelity	NetBenefits.com	+1-800-354-6560
ESPP	Fidelity	Go to: Threads (Search: ESPP)	Ask HR: +1-844-HR4-LEVI (+1-844-474-5384)
live wellth, powered by Virgin Pulse	Virgin Pulse	join.VirginPulse.com/Levi Sword Health: meet.swordhealth.com	Ask HR: +1-844-HR4-LEVI (+1-844-474-5384) Virgin Pulse: +1-888-671-9395 support@VirginPulse.com Sword Health: +1-888-492-1860 help@swordhealth.com
Health improvement programs	Newtopia	cloud.my.newtopia.com/LeviStrauss	ClientCare@newtopia.com +1-888-639-8181
	Color	color.com/go/LeviStrauss	support@color.com +1-844-352-6567
Voluntary benefits	Corestream	Levis.Corestream.com	+1-888-935-9595
Credit union	First Tech	FirstTechFed.com	+1-855-855-8805
Bright Horizons enhanced family support	Bright Horizons	clients.BrightHorizons.com/Levi College Coach: passport.GetIntoCollege.com	+1-877-242-2737 College Coach: +1-888-527-3550 Levi@GetIntoCollege.com
Red Tab Foundation		RedTabFoundation.org	RedTabFoundation@Levi.com +1-800-544-5498
Family-forming benefits and resources (fertility, prenatal, postpartum, surrogacy, adoption, menopause and more)	Maven	MavenClinic.com/join/GetSupport	support@MavenClinic.com
MetLife Legal Plans	MetLife	Levis.Corestream.com	LevisSupport@corestream.com +1-888-935-9595
Midlife health care services	Midi Health	JoinMidi.com/Levi	care@JoinMidi.com +1-888-731-8994
24/7 virtual pet care	Airvet	join.Airvet.com/GetStarted	support@Airvet.com

This guide has been written as clearly and accurately as possible, but it contains only brief summaries of your options under the Levi Strauss & Co. benefit plans. Each plan is governed by legal documents, such as policies, contracts or evidence of coverage booklets (EOCs). If there is any difference of opinion or question about benefit determination, the legal documents will govern.

This guide does not serve as a guarantee of continued employment or benefits. Levi Strauss & Co. reserves the right to change, amend or terminate any of the plans or benefits for any class of participants and/or modify the class of participants eligible for such benefits at any time.

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