



2023 SUSTAINABILITY REPORT

Bold Solutions
Sustained Success
Diverse People



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LITTELFUSE IS
COMMITTED TO
THE LONG-TERM
VALUE OF A ROBUST
SUSTAINABILITY
STRATEGY



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MESSAGE FROM THE CEO

We recognize the immense potential to create environmental, social, and ethical impact, and have positioned our business to deliver on our purpose—empowering a sustainable, connected, and safer world.

We are excited to share our fourth annual sustainability report, reflecting our steadfast dedication to our core values and efforts to effect positive change in the world. Though we are still in the early stages of our journey, we firmly believe in the power of consistency, collaboration, and hard work.

This report provides a comprehensive overview of our sustainability initiatives, strategies, and their impact—a testament to our enduring commitment to transparency, accountability, and continuous improvement.

Environment

We are committed to conducting our manufacturing operations in a manner that minimizes our environmental impact while protecting our employees and communities.

Social

We demonstrate our commitment to our employees every day. We recognize by creating a culture where individuals are empowered to perform at their best, our organization operates at its fullest potential.

Governance

We have a strong foundation based on global policies and procedures, and we know ethical decision-making and relationships based on trust are critical components of our continued long-term success.

We take pride in the strides we've made in our sustainability journey over the past year. Looking ahead, we remain steadfast in our commitment to sharing our progress through annual sustainability reports.

We are resolute in meeting the expectations of all our stakeholders—customers, employees, investors, and the broader community—as their continual inspiration drives us to achieve greater results. Together, we believe we can forge a brighter and more sustainable future.

Dave Heinzmann

President and Chief Executive Officer





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EXECUTIVE SUMMARY

Our commitment

Within each of us lies the power to ignite change.

Every Littelfuse employee, customer, and partner has the potential to drive positive change – environmentally, socially, and ethically. Together, we’re shaping a future defined by sustainable choices and conscientious actions.

Our approach

Sustainability isn’t just a concept; it’s integrated into our business strategy, processes, and daily actions.

Innovation and collaboration are at the heart of our sustainability journey.

Our impact

When we come together, we not only spark positive change for our business, but we **navigate toward a more eco-conscious, inclusive, and responsible world.**

That’s what sustainability means for us, the practice of running our business to generate value for our stakeholders, not just in the short term, but for the future. By prioritizing value creation, we work to guarantee that our endeavors are authentically sustainable:

- For our customers, this means we build relationships to co-create innovative new solutions and deliver on our promise of quality and reliability.
- For our employees, this means we build diverse and inclusive teams, communicate frequently and transparently, and build programs that instill trust.
- For our investors, this means we engage regularly through multiple channels and seek feedback to drive our objectives.
- For our communities, this means we connect to identify unique needs and respond with meaningful actions.

Delivering sustainable value for our stakeholders is vital for the long-term success of our business. When we progress on our journey, we make a positive contribution to the world today and tomorrow.



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INTEGRATING SUSTAINABILITY IN OUR BUSINESS STRATEGY, PROCESSES, AND DAILY ACTIONS

We've identified twelve material topics we believe have the most potential to impact results within our company and beyond. These topics were established in 2020 by a cross-functional team of employees representing the perspectives of key stakeholders. **The areas identified in alignment with the United Nations Sustainable Development Goals (SDGs) were examined for potential environmental and social impact and chosen according to relevance:**

Business Ethics

By utilizing a risk assessment process and maintaining our global focus with local reach, our ethics programs go beyond regulatory compliance.

Economic Performance

Our company has maintained a resilient and consistent growth trajectory, reflecting our commitment to stability and long-term value creation.

Health & Safety in the Workplace

Our goal is to achieve a zero-injury workplace to systematically manage health and safety and minimize the risk.

Innovation

We partner directly with customers to help accelerate product design that enables them to deliver more sustainable solutions.

Diversity & Equal Opportunity

We recognize the strength of our diverse global team by empowering our employees and creating an environment where everyone belongs.

Training & Education / Career Development

We have a continuous learning culture and believe it is our responsibility to ensure our employees have appropriate development resources to grow within individual career aspirations.

Sustainable Supply Chain

We are committed to the highest standards of social and environmental responsibility and ethical conduct, and we expect our business partners to embrace these standards.

Waste & Hazardous Material Management

Waste elimination is a foundational element of our Lean philosophy, leading to strong engagement from our teams in the development of innovative programs.

Energy Management

Our priority is to improve energy efficiency at our sites that utilize the most electricity and share best practices with similar manufacturing locations.

Climate Change & GHG Emissions

Our primary focus lies in reducing energy consumption, enhancing the utilization of renewable energy sources, and optimizing chemical processes management across our manufacturing sites to achieve our greenhouse gas reduction objectives.

Waste & Wastewater Management

Our business is not uniformly water-intensive, therefore we prioritize actions and investments for our sites in the most water stressed areas.

Community Involvement

Working to affect positive change in environmental conservation, technology innovation, and humanitarian needs by investing resources to help the next generation thrive.

These topics are integral to our company's sustainability strategy and drive our short- and long-term action plans and goals. We continue to maintain our GRI-2021, SASB, UN SDG and TCFD Framework alignments.

What's new:

- Third-Party Verification of 2023 Scope 1 and Scope 2 GHG data
- Water and Energy Policies
- Site-level water and energy targets
- Ethics Ambassadors
- Robust Workplace Investigation Program
- Latest ethical survey results
- Coaching Programs
- Values-aligned Leadership Competency Model



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OUR SUSTAINABILITY JOURNEY



2023 Highlights

Environment	Social	Governance
<p>24% reduction in GHG intensity since 2019 <i>Goal: 38% by 2035</i></p>	<p>22.5% females in leadership, an increase of 1.5% from prior year</p>	<p>Local Ethics Ambassadors program launched at 28 largest locations</p>
<p>46% of our manufacturing sites utilize renewable energy</p>	<p>Enhanced leadership training and coaching program</p>	<p>30,200 hours ethics & compliance training</p>
<p>Established site-level Annual GHG and Water Target</p>	<p>3 Sites Maintained 0 workplace injuries for 3+ consecutive years</p>	<p> Gold Rating Ecovadis Program (94th Percentile)</p>
<p>37% increase in water recycling</p>	<p>805 Critical suppliers screened for ESG risk</p>	<p> Obtained Third-party Verified GHG Data</p>
<p>3-year consecutive reduction in hazardous waste</p>	<p>91% of employees agree their manager sets a good example for ethical behavior</p>	<p>Enhanced Workplace Investigation Program & Training</p>



As a global company, we believe we have a responsibility to contribute towards the **United Nations Sustainable Development Goals** which are a call to action to address the world's major social and environmental issues.





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REPORT FOUNDATION

Sustainability is a key element of our company's strategy. Consistently reporting on our commitment, approach, and impact aligns with our core values. This means communicating transparently, holding ourselves and business partners accountable, and delivering results. Since sharing our 2020 data with stakeholders in 2021, we have been publishing an annual report.

This report has been prepared in alignment with the GRI Standards - 2021, the Sustainability Accounting Standards Board (SASB), and outlines our governance, strategy, risk management, and metrics identified in the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. We have also aligned our material topics with the United Nations Sustainable Development Goals (SDGs). This reporting approach was selected to meet the needs of our key stakeholders and support increased transparency and accountability of our sustainable business practices. Unless otherwise stated, the information in this report reflects our performance during the calendar year 2023, that ended on December 30, 2023.

As further described in the footnotes to our [Environmental Metrics](#), in accordance with our GHG Inventory Management Plan, we exclude certain non-manufacturing facilities from our reporting boundary as in 2023 the emissions from those locations represented 1.9% of our total GHG emissions. We will provide updates on our performance and progress towards the sustainability initiatives discussed herein, as well as others, on an annual basis.

Littelfuse has developed internal controls in line with the COSO Framework over Sustainability Reporting, including IT general controls on our central ESG data collection system.

In 2023, we engaged an External Auditor, SGS, to provide limited assurance on our Scope 1 and Scope 2 GHG emission data presented in this Sustainability Report for 2023. The [Verification Statement](#) is in accordance with ISO 14064-3:2019 as meeting the requirements of WRI/WBGCSO GHG Protocol - A Corporate Accounting and Reporting Standard.





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ENGAGING STAKEHOLDERS

This report aligns with the GRI Stakeholder Inclusiveness principles to capture the priorities of our stakeholders to define our material topics, detailed in the Materiality Assessment section of this report.

Our sustainability initiatives are driven by our Sustainability Steering Committee.

The committee consists of a cross-functional, diverse team of employees that includes management-level members of:

- Communications
- Environment, Health & Safety
- Global Supply Chain
- Human Resources
- Internal Audit
- Investor Relations
- Legal
- Members of the Executive Team

This committee led the effort in 2020 when we began sustainability reporting to engage a broad selection of employees to help determine our key stakeholders. The broad group identified our key stakeholders as our customers, employees, investors, and the communities where we live, work, and operate. Each member of this group then provided input on the perspectives of our key stakeholders to help us identify our material topics. Sharing our progress on these topics is the focus of our Sustainability Report.

Throughout the year, we regularly engage with key stakeholders through the following specific engagement activities:

Customers

We take great pride in our customer-focused culture. Our employees go above and beyond to add value in all that we do, thus building strong, long-lasting relationships with customers. Our engagement initiatives include on-site or virtual visits, online survey assessments, extensive support during new product launches, and in-person and virtual audit support within our manufacturing facilities. We have further implemented global customer satisfaction dashboards and scorecards to monitor customer requirements and feedback on a regular basis, focusing on key areas including product quality and performance, customer service, logistics, and cost optimization. Additional customer satisfaction metrics that are monitored include response time, issue notification, repeated service issues, quality support, and completion of new product documentation.

Investors

We believe that effective corporate governance should include regular engagement with our shareholders. Engagement forums include investor conferences, non-deal roadshows, meetings, and phone calls. We conduct our shareholder engagement efforts through a combination of in-person and virtual forums, and effectively executed planned outreach events. We request feedback during these engagements and share the responses with our Executive Leadership Team and Board, which also helps to better inform our stakeholder messaging.

Employees

Our employees are critical to our success. We aim to attract, engage, develop, and retain diverse, talented people. Through town hall meetings and other in-person and virtual meetings worldwide, our leadership team stays connected with our global teams. People leaders are encouraged to hold regular one-on-one meetings with their direct reports, ensuring engagement and professional development. Employees provide feedback to the leadership team through surveys or individual conversations. Additionally, our Ethics Helpline offers a confidential venue for reporting concerns and our bi-annual global ethical culture survey gathers employee feedback. The findings from the survey and actions we have taken to address our employee feedback is described in the Ethics & Compliance section of this report.

Communities

We recognize our responsibility to positively impact the communities in which we live, work, and operate. Because every community faces a unique set of challenges and opportunities, our local teams actively engage in community outreach fostering open dialogue, information sharing, active listening, and intentional relationship building. These partnerships enable us to drive meaningful actions through giving and volunteerism, employment opportunities, and environmental impact. More details available in the Community Involvement section of this report.



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MATERIALITY ASSESSMENT

Our initial materiality assessment was conducted in 2020 by a cross-functional team of Littelfuse employees representing the perspectives of our key stakeholders. **The following 12 material topics were identified:**



**Training & Education /
Career Development**



Economic Performance



**Water & Wastewater
Management**



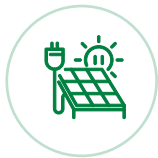
Business Ethics



**Health & Safety
in the Workplace**



Innovation



Energy Management



**Sustainable
Supply Chain**



**Waste & Hazardous
Material Management**



**Diversity & Equal
Opportunity**



**Climate Change &
GHG Emissions**



**Community
Involvement**





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The importance of each topic to our stakeholders and our company is shown on the following matrix.

These material topics are the focus areas for our Sustainability Report. Each one represents an impact around us, within us, or beyond us that we actively monitor and address through programs and processes to positively impact our customers, employees, investors, and communities. Additional information on how we manage each topic, and our impact are described throughout this report.



Our Sustainability Steering Committee welcomes comments and feedback. Please contact us at: sustainability@littelfuse.com.





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COMPANY PROFILE

Littelfuse, headquartered in Chicago, Illinois, United States, is a diversified, industrial technology manufacturing company empowering a sustainable, connected, and safer world.

We partner with customers to improve the safety, reliability and performance of their products that use electrical energy. Our innovative solutions are found in a variety of industrial, transportation, and electronics end-markets around the world.

2023 was a solid year for Littelfuse as we delivered record cash generation and resilient margins while successfully navigating a difficult macroeconomic environment. We continued our portfolio diversification strategy while further expanding our leadership in high-growth end markets. We also delivered significant new business wins and continued to deploy capital for strategic acquisitions.

\$2.4B

Annual Sales

20+

Country Locations

~17K

Global Employees¹

28

Global Manufacturing Facilities

100K+

End Customers

OUR 2023 ANNUAL SALES BY GEOGRAPHY

38%

ASIA-PACIFIC

38%

AMERICAS

24%

EUROPE

GRI 2-1, 2-6, 2-7, 201-1, 3-3, SDG 9, TCFD Strategy (b)

1. Global employees include 49% "production employees" and 51% "professional and support employees." Production employees are directly involved in the manufacturing of our products. Professional and support employees contribute to the company's performance outside of manufacturing products and providing services.



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OUR STRATEGY & PRIMARY END-MARKETS

In early 2021, we launched our five-year growth strategy which targets double-digit sales growth, sustained profitability, and leveraged earnings expansion. Our strategy builds on the foundational structural growth themes of sustainability, connectivity, and safety.

Organically, we are investing to support continued growth, both in customer-facing aspects of our business, as well as in manufacturing capacity and productivity. Since early 2021, we have also deployed approximately \$1.2 billion in capital for acquisitions adding approximately \$500 million in annualized sales to further strengthen our technologies and capabilities and diversify the end markets we serve.

- In 2023, we acquired Western Automation, a designer and manufacturer of electrical shock protection devices used across a broad range of high-growth end markets, including charging infrastructure, industrial safety, and renewables.
- We also entered into an agreement to acquire a 200mm wafer fab located in Dortmund, Germany, which we expect to close in early 2025. This acquisition will enhance our long-term power semiconductor strategy as the fab complements our current footprint and adds a highly experienced team and an efficient, high-quality wafer processing operation. We expect to further accelerate our growth in secularly well-positioned industrial end markets including renewables, energy storage, automation, motor drives, power supplies, and charging infrastructure.
- We have made substantial progress integrating Embed and C&K Switches, acquired in 2022, which are driving long-term opportunities in adjacent product categories for industrial, electronics, and transportation end markets.



Our addressable global market opportunities exceed \$20 billion.

Approximately one-third of our revenue is derived from each of the industrial, transportation, and electronics end markets. We have delivered strong performance through the first three years of our strategy and believe we have executed on continued design win activity while strengthening our customer relationships and expanding our leadership in attractive, high growth end markets. As we continue to diversify our portfolio, we will further leverage our organic investments and strategic acquisitions to drive strong growth.



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Our Strategy & Primary End-Markets (continued)

The global structural themes of sustainability, connectivity, and safety are complimentary and are driving innovation and growth across the industrial, transportation, and electronics end markets we serve. Given our diversified technologies and capabilities, we play a significant role in the advancement of these themes.

Within industrial end markets, our technical expertise and high-performing technologies are critical in enabling customers' high-voltage applications focused on sustainability and safety. In 2023, we expanded our reach in renewables, led by solar and energy storage systems. We capitalized on global EV infrastructure spending, building momentum across multiple regions for Level 2 and DC fast chargers. Across our increasingly broad industrials portfolio, we also continue to support a variety of markets and applications including HVAC systems, motor drives, power supplies, factory automation, and manufacturing equipment.

Turning to transportation end markets, in passenger vehicles, we continue to grow with major OEMs and Tier One partners based on our technology capabilities, the breadth of our product offering and our global scale. This has driven consistent and strong content outgrowth above market. In 2023, we secured electric vehicle design wins for battery management systems, battery packs, DC/DC converters, and on-board chargers. In automotive electronics, we continue to support our customers via our robust portfolio that enables advanced driver-assistance systems, central compute, infotainment, and comfort and convenience applications. In commercial vehicles, we expanded our opportunities in emerging electric vehicle trucks,

BALANCED, DIVERSE & GLOBAL END MARKET EXPOSURE

ELECTRONICS	TRANSPORTATION	INDUSTRIAL
Data Center & Communication Infrastructure	Passenger Vehicles	Renewable Energy
Building Technologies & Automaton	Material Handling Equipment	Energy Storage
Appliances	Heavy Duty Trucks & Buses	Industrial Motor Drives
Consumer Electronics	Off-Road & Recreational Vehicles	Industrial Safety
Medical Devices	Construction Equipment	Factory Automation
Gaming & Entertainment	Machinery	HVAC
	Rail	Heavy Industry
	Marine	EV Charging Infrastructure
	Aerospace	

buses, and two- and three-wheelers, within high voltage power distribution, on-board chargers and powertrain control modules. In traditional commercial vehicle markets with major OEMs, we are increasing our content in heavy-duty trucks, buses, material handling, construction, and agricultural equipment.

Across electronics end markets, we leveraged our global reach, broad portfolio, and innovative technology offerings to secure significant multi-technology business wins across our more than 100,000 unique customers. With the ongoing push towards sustainability, energy efficiency, and improved battery power, our diverse offering continues to enable customer advancements for appliances, power tools, and battery packs. Greater connectivity requirements drove new opportunities in data

centers, compute, telecom infrastructure, and building technologies and automation. Our products are also vital to safety and protection of human life, as we secured business for IoT security systems and a variety of medical devices in 2023.

Our new business wins represent a diverse range of end markets, applications, and geographies. We fully expect that the organic growth from new business activities, coupled with our acquisitions, will enhance and sustain our long-term growth.



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Our customer-driven innovation, engineering expertise, and application knowledge are empowering a more sustainable, connected, and safer world.

We are a global, trusted partner delivering a diversified product portfolio of leading technologies to more than 100,000 end customers. We prioritize new product development to help meet our customers' design and performance specifications. We have also significantly expanded our product offerings through acquisitions.

PRODUCT DEVELOPMENT & INNOVATION

Our commitment We partner with customers to improve the safety, reliability and performance of their products that use electrical energy. Our products achieve this result through the utilization of key technologies that:



Increase energy efficiency within applications like industrial motor drives and energy storage



Utilize fewer raw materials but deliver reliable performance to drive industrial electrification



Facilitate high voltage power distribution that enables renewable energy (solar, wind), electric vehicles, and battery storage



Protect and increase efficiency of sustainable alternatives such as heat pumps that replace the use of natural gas



Enhance the safety of critical equipment that protects users from electrical shock



Extend the lifetime and decrease the cost of maintenance for large installations that demand consistent energy use such as data centers and communications infrastructure





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Our engineers partner directly with customers to help accelerate product design and meet their unique needs including customers' sustainability requirements.

Our approach R&D Capabilities

Throughout the R&D process, we prioritize innovation through the design (e.g., recyclability of products), use of materials (e.g., recycled material content), and manufacturing processes (e.g., reduce scrap and waste). As a result of our ongoing R&D investments, we have developed a robust product portfolio which represents a broad offering of critical components for a wide range of end markets and applications. We further ensure that we incorporate the highest level of quality into our products and services, as we strive for excellence in everything we do.

We further measure the success of our innovative culture through enhanced teamwork, increased revenue, reduction of costs and raw materials, increased productivity, thus maintaining our brand recognition as market leaders.



In addition to products recognized in the sustainability category, many of our award-winning 2023 innovations included an element of product stewardship in either the design flexibility, material selection, or energy efficiency impact.

We win when we enable our customers applications to be:

- **More durable with extended lifetime**
- **Designed for the environment to optimize material selection**
- **Easily repairable, eliminating the waste in replacing entire systems**
- **Efficiently manufactured and delivered to eliminate waste**



Our impact

Our annual Innovation Forum shines a spotlight on our most innovative technology developments, new product introductions, and process improvement initiatives. In 2023, we introduced a new award category to recognize our product innovations that had a sustainability-related impact. The winners of this award made a significant improvement to our customer's applications by:

- **Reducing the environmental footprint of the product through designing a water-based binding process**
- **Enhancing the energy efficiency of a high voltage fuse**
- **Selecting materials that achieved key recycling goals and minimized waste**





CUSTOMER SUCCESS STORIES

Semiconductor Switch for Electric Vehicles

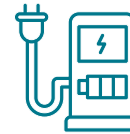
Littelfuse partnered with automotive suppliers to spearhead advancements in electric vehicle (EV) technology. By developing a specialized high-voltage power semiconductor switch, they enhanced the efficiency of passenger and battery heating systems, particularly in cold temperatures. This innovation not only improved passenger comfort but also extended battery performance and range, addressing a critical barrier to widespread EV adoption. This collaboration showcases how cutting-edge technology and strategic alliances can drive substantial progress in sustainable transportation, making EVs more reliable and appealing to consumers.

Range of Products for Alternate Energy

Leveraging twelve technologies in the Littelfuse broad product offering, we enhanced applications such as solar inverters, power optimizers, and energy storage solutions. Our strong application engineering support couple with collaboration with the customer underscores our commitment to providing robust, innovative solutions that power the future of alternate energy.

Battery Storage and Charging for Renewables

In a groundbreaking collaboration with a global leader in stored energy solutions, Littelfuse has successfully integrated battery energy storage and fast EV charging systems, featuring an advanced EV charging station with four pedestals. This innovative design, initiated two years ago, underscores Littelfuse's commitment to redefining technology and empowering customers in a rapidly evolving world. Addressing the critical need for high-speed fuses, surge protection, and ground-fault protection to meet stringent code requirements, the customer selected Littelfuse for several compelling reasons.



Superior testing results and provision of high-quality samples reinforced reliability. Notably, third-party testing demonstrated the Littelfuse products outperformed a leading ground-fault competitor, solidifying our position as the partner of choice for the customer's next-generation design. This partnership not only highlights our technical expertise but also marks a significant milestone in advancing sustainable energy solutions in the Americas and beyond.

Locomotive Transportation Refurbishment

Through a dynamic partnership focused on innovation, Littelfuse collaborated with a leading train refurbishment contractor to develop and integrate advanced replacement power electronics systems. The resulting product extended the operational life of costly trains, thus reducing both downtime and the environmental footprint associated with manufacturing new components. This initiative not only ensured cost-efficient and reliable upgrades for aging train stock but also underscored a commitment to sustainable practices, illustrating how strategic collaboration can drive impactful, long-term benefits in the transportation industry.



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PRODUCT ENVIRONMENTAL COMPLIANCE

Our commitment Our Product Environmental Compliance steering committee evaluates our product environmental strategy, governance, and systems, communicates business goals and objectives, and aligns with internal information technology teams and resources.

The committee's strategic roadmap includes:

Ensuring accurate and timely reporting to all stakeholders

Executing on product environmental compliance

Transitioning away from banned, restricted, and harmful substances in products

Leveraging product stewardship as a competitive advantage

Our approach We utilize our Enterprise Lean Six-Sigma expertise to implement key processes, such as the Design of Experiments tool, to efficiently achieve our product environmental compliance objectives. Additionally, starting with our new product development checklist, we consider the environmental impact of the materials selected during the product design phase. Our Product Environmental Compliance team regularly monitors chemicals used in our products and evaluates existing and emerging regulations to ensure we proactively identify and remove any potentially harmful substances from our products.

Maintaining the performance and reliability of our products is balanced with discovering more **environmentally friendly raw materials.**

Our impact

During 2023, we implemented new technology and streamlined procedures to better manage the way we collect data from our suppliers to ensure **we quickly, efficiently, and accurately capture the sourcing information of our raw materials and critical environmental data.**

In addition to ensuring that our products limit harmful materials while increasing our focus on environmentally friendly materials, we continue to seek opportunities to reduce the use of harmful materials in production. In 2022, our innovative R&D teams in Lampertheim, Germany began to research and develop an alternative processing approach to use less materials, realize significant cost savings, and implement lead-free glass processing in our semiconductor manufacturing site. **The exciting innovation is expected to be put in production during 2024 as we continue to seek ways to leverage this approach to drive improvement for current and existing products.**





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Ethical decision-making and building trust-based relationships are critical components of our ability to thrive in a competitive marketplace. Our strong governance policies and practices form the foundation for our operational and commercial excellence that is supported by a talented, experienced, and diverse Board of Directors who oversee our company's strategic direction.

GOVERNANCE STRUCTURE

As of June 1, 2024, our Board is comprised of nine directors, including eight of whom are independent in accordance with the NASDAQ listing standards. Supporting and embracing diversity starts at the highest level of our company, with the composition of our Board of Directors that reflects our diversity commitment and plays a significant role in the development of our strategic vision and overall culture.

The biographies for our directors, and our overall Board diversity matrix and skills/experience information is included in our [proxy statement](#) filed with the Securities and Exchange Commission (SEC).

Further governance policies approved by our Board govern how it operates, and include our [Corporate Governance Guidelines](#), [Committee Charters](#), and [Code of Conduct](#).

The Board has four standing committees: Audit, Compensation, Nominating and Governance, and Technology. The roles, responsibilities, and membership of each committee are included on the [Corporate Governance](#) section of our website. The Nominating and Governance Committee provides oversight of our Sustainability Program and approves our annual Sustainability Report.

SUSTAINABILITY PROGRAM GOVERNANCE

We apply these same governance best practices to ensure that our Sustainability Program has a strong foundation.

This foundation includes our formal ESG Policy, manufacturing site sustainability teams, and a central ESG software application to help manage and audit our ESG data.

Highlights of our sustainability program oversight include:

- Quarterly updates to the Nominating and Governance Committee and/or Board of Directors
- Quarterly updates with the senior leadership team, including the Chief Legal Officer (CLO) who has overall responsibility for our sustainability and EHS functions
- Monthly meetings of the global sustainability steering committee to drive sustainability initiatives, including establishing goals and key performance indicators for each of our material topics to monitor and measure progress

OUR BOARD OF DIRECTORS

(as of June 1, 2024)



Dave Heinzmann



Kristina Cerniglia



Tzau-Jin (T.J.) Chung



Gayla Delly



Maria Green



Anthony Grillo



Dr. Greg Henderson



Gordon Hunter



William P. Noglows

89%

Independent

56%

of directors have served for 10 years or less

44%

Diverse (gender or race/ethnicity)



Annually elected by shareholders



Separate Chairman and CEO roles

75

Mandatory retirement age



Robust self-evaluation process



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MANAGING RISK

Our commitment We are committed to managing risk appropriately through an integrated approach starting with our Board of Directors’ oversight, identification, and management by our leadership team, as well as management processes and detailed operations focus. We identify risk, weigh the balance of potential risk and potential reward, and find appropriate means to control risk.

Our approach The Board’s role in risk oversight includes receiving regular reports from members of management on areas of material risk to the Company, including operational, financial, legal, regulatory, compensation, and strategic risks. These reports include communications from management when potentially significant new risks develop. Our management teams prepare these reports based on an Enterprise Risk Management (ERM) process, which is in place to identify, monitor, and mitigate risks that could materially impact the organization’s ability to meet strategic and financial performance objectives.

The full Board, or the appropriate committee, receives these reports from management to enable an understanding of our risk identification, risk management and risk mitigation strategies. All Board committees meet regularly and report to the full Board on relevant risk management matters. This enables the Board and its committees to coordinate the risk oversight role, particularly with respect to risk interrelationships.

For each identified significant risk, a member of our Executive team is assigned with ownership responsibility. These owners manage mitigation activities and continually monitor the risk through key indicators. The Company’s significant risks are reevaluated every six months, with additional assessments based on significant changes to the company’s portfolio, global footprint, or business landscape.



In addition to managing global enterprise risk through the ERM process, we are dedicated to maintaining business continuity and mitigating the impact of various risks at our manufacturing sites, including acute physical climate events like hurricanes, cyclones, heatwaves, cold waves, droughts, and floods. Our manufacturing sites have comprehensive business continuity plans in place to address these potential challenges that include mitigation strategies such as power backups and uninterrupted power supplies. These plans are reviewed and evaluated annually to assess the overall risk to the company’s operations.

Our cross-functional Sustainability Steering Committee, overseen by the Chief Legal Officer, identifies and evaluates both physical and transitional climate risks and opportunities on a bi-annual basis. With a focus on ensuring alignment with the company’s overall ERM process, the Committee seeks input from key business leaders to review the identified risks and opportunities on an annual basis to consider any significant changes in the company’s product portfolio, global footprint, or business landscape. Any significant risks and opportunities are reviewed by the Executive team and mitigation or action plans are approved and implemented as appropriate..

Additional information regarding climate-related risks and opportunities is described in our [TCFD Report](#).



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ETHICS & COMPLIANCE PROGRAM


Our commitment In our current business environment where ethical dilemmas can be increasingly complex, our Ethics & Compliance program supports our employees with clear policies and procedures that establish our expectations for ethical behavior. We further provide employees with the necessary tools through training and communication that bring policies to life through stories, behavior modeling, and engaging employees to think critically about how each individual can contribute to our company’s commitment to integrity and a values-based culture.

Our approach Our Ethics & Compliance program strategy goes beyond regulatory compliance. We utilize a risk assessment process to prioritize our program investments and build an ethical culture. We strive to ensure global policy and program consistency, while making key modifications to our programs to be impactful within the diverse local regions where we operate. The foundational elements of our Ethics & Compliance Program strategy include:

- Risk Assessment
- Policy & Procedures
- Training
- Communications
- Ethics Helpline
- Local Ethics Ambassadors

Our Nominating and Governance Committee of the Board of Directors reviews our Ethics and Compliance program on an annual basis, and certain ethics and compliance topics are presented to the full Board of Directors as needed.

Policies, Procedures and Training

 Our [Code of Conduct](#) is the central guide for our employees to navigate our complex business environment. Additional links to our core policies and procedures are embedded within our Code of Conduct.

As the Code of Conduct is a critical cornerstone of our culture, all employees, contractors, and our Board of Directors are required to complete annual Code training. The training is also included in our new hire onboarding process and acquisition integration playbook.



Ethics Ambassadors

GLOBAL FOCUS – LOCAL REACH

Our Ethics Ambassadors program launched in 2023 at all locations with more than 50 employees.

This program provides an additional, trusted, local resource for our employees to help them navigate ethical dilemmas and to ensure our Ethics & Compliance program is customized to meet the needs of all our global team members.

Compliance Auditing and Monitoring

In partnership with our Internal Audit team, we have implemented key auditing and monitoring controls to ensure compliance with our policies and procedures. **Examples of our controls include the auditing of:**

- Expenses for anticorruption policy requirements
- Legal review of mandatory conflict of interest disclosures
- Helpline procedures
- Ethics and Compliance training completion
- Other policy audits including around data privacy, trade compliance, anti-bribery, etc.



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Global Ethical Culture Survey

In 2023 we launched our second anonymous, online, Ethical Culture survey to our global professional and support employees in eight local languages. The survey was designed to collect feedback from our employees on key indicators of an ethical culture such as leadership modeling, organizational justice, principled performance, speaking out, and overall ethics and compliance program impact.

Over 4,000 employees (51%) responded to our Ethical Culture survey, and shared:

- 91% agreement that their manager sets a good example for how to behave ethically
- 94% agreement that the Code of Conduct clearly communicates our expectations for behavior
- 88% confidence that if they raised a concern, it would be handled appropriately
- 91% confirmation that the ethics and compliance training was relevant to their role

These results were consistent with the findings from our initial survey in 2021, with our employee ratings in each category either meeting or exceeding the industry benchmark. In addition, our results indicated that there was very little variance between our employees who joined the company through acquisitions compared to legacy Littelfuse employees – indicating a strong acquisition integration process that successfully communicates our Core Values.

Speaking Out continued from 2021 to be our greatest improvement opportunity as 22% of our employees shared a lack of confidence in whether to question decisions that don't appear to align with our values or ethical standard and 20% of employees would not feel comfortable voicing their opinion in front of management.

Principled Performance was a new category we introduced in 2023, and while our ratings exceeded the industry average, we identified an opportunity to further enhance our messaging around never compromising ethical standards to achieve results.

Quick Facts:

COMMITMENT TO LEARNING ABOUT OUR CODE



Informed by our ethics and compliance risk assessment, modeled after our Enterprise Risk Assessment process, additional ethics and compliance training topics are provided to employees based on their roles within our company. We also monitor the completion of our training courses and our employees' performance on the training to measure their comprehension of our key risk areas and adapt our training curriculum accordingly. Following each of our online training courses, any employee group that does not demonstrate sufficient mastery of the material receives additional group-specific training in the form of webinars or targeted communications.

Turning Feedback into Action

During 2023, we implemented key initiatives driven by this valuable feedback from our employees. Additional information regarding our Ethics Ambassador program and our refreshed Global Workplace Investigation Program are described further in this report.



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Ethics Helpline

We believe in empowering our employees to speak up when they see something that doesn't seem right.

One way that happens is through our independent, third-party managed [Ethics Helpline](#) which encourages our teams to speak up and allows them to do so anonymously, if permitted by law. Our Ethics Helpline is available to all stakeholders through an external website, including our suppliers, customers, and investors. We communicate the availability of our Ethics Helpline to our suppliers through our [Supplier Code of Conduct](#). Our integration playbook further ensures that suppliers to Littelfuse that come through acquisitions receive our Supplier Code of Conduct and are asked to proactively acknowledge the availability of our Ethics Helpline.

Our employee engagement events throughout the year are focused on raising awareness of the availability of our Ethics Helpline. These events include monthly compliance communications and videos, quarterly newsletters, and trivia games. All our manufacturing sites have Ethics Helpline Posters displayed in local language, and information about our Ethics Helpline is regularly included in our local teams' communications. We strictly prohibit any form of retaliation for good faith reports of ethical concerns or for participating in an investigation. Our [Business Conduct and Investigation Policy](#) provides additional guidance to our team members on this topic.



WORKPLACE INVESTIGATIONS – FOUNDATION FOR ETHICAL CULTURE

Ensuring that we maintain a strong **Speak Up Culture** is critical to the success of our business. A true Speak Up Culture is supported by a strong, consistent, and fair investigation program. During 2023, we engaged an expert consultant to partner with us to improve the design of our investigation program and drive consistency. In early 2024, we provided our global investigation team members with comprehensive training, toolkits, and templates.



How do we manage the Ethics Helpline?

- Quarterly leadership and Audit Committee review of Helpline reports
- Annual update to senior leaders and the Audit Committee on investigation performance
- Regular engagement with HR regarding investigation protocols and best practice sharing
- Every-other year employee survey
- Support from Ethics Ambassadors



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Our impact 2023 Ethics & Compliance Training Performance:

30,200+

training hours completed by employees

~800

potential conflicts of interest disclosures screened

97%

average overall completion rate, with 89% of our employees completing their training by the original due date

2.6 hours

average of ethics and compliance training completed by professional employees in 2023

Newly hired employees and new employees from acquisitions all received our Code of Conduct and key policies within two weeks through our onboarding process.



These high completion results demonstrate our global team's **commitment to our ethics and compliance training initiatives.**

What did our employees learn in 2023 as part of our ethics and compliance program?

Anti-bribery & Corruption Laws and Best Practices	Managing Conflicts of Interest	Sarbanes Oxley Compliance	Preventing and Reporting Workplace Harassment, Sexual Harassment, and Discrimination
Gender Equality	Bystander Awareness	Responsible Use of Social Media	Confidential and Proprietary Information – how to identify it and protect it
Code of Conduct and Business Ethics and Anti-Retaliation	Guide for Gifts and Entertainment	Protecting Company Assets	Speaking Up – how reporting misconduct makes an impact



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ANTI-CORRUPTION & BRIBERY

Our commitment As a global company with operations across more than 20 countries, we take a firm stand against bribery and corruption.

Our approach Our Anti-Bribery Policy has a strict prohibition on bribery, limits the provision or acceptance of items of value to or from third parties, requires legal department authorization to engage with government officials, and outlines due diligence and approval requirements for representatives who conduct business on behalf of Littelfuse. We also require contractual provisions in our commercial agreements that place anti-bribery compliance obligations on our third-party partners.



Regular training and communications on our Anti-Bribery Policy were provided to our employees and Board of Directors.

2023 March

Professional and support employees received an online training program focused on anti-bribery and corruption considerations and the rules and requirements under the Foreign Corrupt Practices Act (FCPA).

2023 September

As part of our annual Code of Conduct training campaign, the Board of Directors received an online course with scenarios and questions regarding anti-bribery and corruption practices.

2023 November

Professional and support employees received an online training program focusing on anti-bribery and corruption considerations when dealing with third-party partners.



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CYBERSECURITY & DATA PRIVACY

Our commitment Integrity is the foundation on which we build our reputation, and we are committed to continuously earning a stellar reputation through maintaining the trust of our key stakeholders. Addressing cybersecurity risks and protecting the privacy and security of the personal data we have been entrusted with is important to build trust with our employees, applicants, suppliers, customers, and other business contacts.

Our approach Our cybersecurity and data protection program is based on foundational principles outlined in applicable industry and internationally accepted cybersecurity frameworks (i.e., NIST, ISO 27001). We strive to assess and update our cybersecurity program on a regular basis using an Information Security Management System (ISMS) comprised of three main elements – 1) independent internationally recognized vendors and technologies for assessments and monitoring, 2) strong internal controls based on industry standards, and 3) Board and Senior Leadership governance and support. From an external assessment and monitoring perspective, we engage third parties to monitor and report on known exploitable vulnerabilities, within and external to our information technology (IT) ecosystems. These third parties provide assessment and vulnerability scanning tools to detect exploitable unauthorized access into the Littelfuse environments.

The Audit Committee of our Board of Directors The Audit Committee of the Board of Directors reviewing our policies and procedures related to cybersecurity risks and incidents. Our Chief Information Officer oversees its cybersecurity program, and regularly provides updates to the Senior Leadership Team and the Audit Committee, as well as the full Board. These updates include information regarding our cybersecurity program initiatives, insurance coverage, acquisition integration processes, program performance as well as the maturity of the our cybersecurity program. These cybersecurity updates are based on cybersecurity maturity reporting and analysis by our internal IT team, as well as reporting provided by independent third parties. The updates help Senior Leadership, the Audit Committee, and the Board to understand the risks the organization faces based on changing cybersecurity threats and on changes to the Littelfuse environment due to factors such as acquisitions.

Managing Cybersecurity Risk

The ISMS within Littelfuse consists of internationally recognized program elements that reduce the risk of an operational or cybersecurity incident from significantly impacting our business and our customers, vendors, and employees. These ISMS elements include but are not limited to:

Security Awareness and Training – Littelfuse has an IT security awareness program consisting of training on the fundamentals of information security protection. These training courses are provided annually.

Network Protection – Network protection, detection, and monitoring technologies have been deployed on all external and internal network connections to segment different sections of the business from each other to strengthen key protection capabilities.

Threat and Vulnerability Management – Littelfuse uses an internationally recognized managed security services provider (MSSP) and technologies to collect security alert and audit logs on a 24/7 basis, monitor and assess latest threat intelligence, provide analysis on new identified potential vulnerabilities, and provide response and support services to rapidly reduce any identified vulnerabilities.

Security Incident Management – Security incident response plans and procedures have been developed in collaboration with our MSSP. They allow us to assess potential threats, first and second level notification and response protocols, and supporting notification protocols – both internally and externally. These plans, procedures, and protocols are tested and updated on a regular basis.

Resiliency and Contingency Planning – Risk assessments are performed on a regular basis to assess the IT risk of single points of failure, security maturity, and security vulnerabilities. The results of these assessments are used to define various resiliency and contingency mitigation strategies, corrective action plans, on-site and remote data back-up strategies and technologies, and allocation of IT resources.

Identity and Access Management (IAM) – Littelfuse has implemented user authentication controls on its systems, devices, data, and applications. In addition, multi-factor authentication is implemented for all individuals who remotely access or have privileged account access to Littelfuse systems and networks.

Data Classification and Protection – Littelfuse has implemented data loss prevention and classification labels and encryption on its internal unstructured data to prevent unauthorized data loss and data sharing. Structured data in ERP systems and core business systems are encrypted and protected by industry cybersecurity standards and procedures.

Endpoint Protection – Littelfuse has implemented anti-virus, malware, and endpoint protection management detection and monitoring solutions on end-user devices and servers. Logs and alerts from these monitoring solutions are routed to independent third-party monitoring vendors that provide 24/7 monitoring, around the world.



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Data Privacy

We are entrusted with processing personal data related to our employees, as well as personal data related to marketing campaigns and relationship management with customers, suppliers, distributors, and sales representatives.

We are committed to processing all personal data in accordance with applicable laws and in alignment with the seven key principles within the European Union’s General Data Protection Regulation (GDPR). Those key principles under which we process personal data include:

- **Lawfulness, fairness and transparency**
- **Purpose limitation**
- **Data minimization**
- **Accuracy**
- **Storage limitation**
- **Integrity and confidentiality**
- **Accountability**

All requests for access, deletion, and inquiries from regulatory authorities are managed by our designated Privacy Contacts who have received additional training on data protection compliance and who ensure the requirements of our Privacy Policy are adhered to consistently.

Training and Education

Our cybersecurity and data privacy training programs are structured to ensure that our employees know how to proactively support and protect our company’s most valuable information assets. This comprehensive training program includes periodic information security updates and tips to professional and support employees, annual cybersecurity and data privacy training for all employees with access to our network, and comprehensive new hire cybersecurity training during onboarding. We run regular phishing simulation campaigns to keep our employees prepared and aware. The results of these phishing simulation exercises are reviewed by our information security team and the results are shared with management and the Audit Committee.

Our impact During 2023, we did not receive any complaints concerning data privacy breaches or loss of customer data. In addition, we provided over 6,400 hours of Cybersecurity and Data Privacy training throughout the year.

Our Data Loss Prevention Program which increases our ability to manage the levels of protection was implemented in 2023, including the introduction of a refreshed data classification system throughout the company. This implementation included training and engagement of our teams to be able to identify and appropriately manage protection of data. This heightened awareness has become part of our employees’ daily actions as documents may not be saved without assigning a confidentiality classification.



CORE VALUES

Our core values have been instrumental in driving success for our business by shaping our culture and guiding interactions with all stakeholders.

As we continue to grow and scale, we recognize the importance of refining our culture to sustain our growth trajectory.

We refreshed our values in 2022 and emphasized education and engagement throughout 2023 with detailed examples of corresponding behaviors that will continue to make our company a great place to work while enhancing the value we bring to our stakeholders.



Respect

Our actions demonstrate commitment to each other, our customers, partners, communities and planet.



Customer Focus

We create value for our customers and partner with them to solve complex problems.



Agility

We drive profitable growth by embracing change, adapting quickly and innovating continuously.



Collaboration

We are a high performing team that wins together through trust and support for each other.

Our initiatives included leadership communications and manager toolkits to educate our teams, engage them in action to embed the new behaviors, and drive culture evolution. To further support adoption, we shared testimonial videos of employees who exemplify our values and launched a formal recognition program. In addition, we developed a Leadership Competency Model as an extension of our Values to provide common expectations and programs for people leaders as they lead and grow.

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We recognize that by creating an environment where individuals are empowered to perform at their best, our organization operates at its fullest potential. We have a strong focus on the health, safety, and wellbeing of each of our employees. We strive to act responsibly with our network of colleagues to foster a globally diverse and inclusive environment where all employees feel seen, heard, and valued. We actively seek to widen our impact by strengthening the communities where we live, work, and operate.

HEALTH & SAFETY

We make the health and safety of our team members our top priority and our unwavering commitment to global health and safety (H&S) programs for all team members is integral to our continued success and competitive advantage.

Our commitment Our goal is to achieve a zero-injury workplace. As we continue to grow, we recognize the need to continuously evaluate our Environment, Health, and Safety (EHS) organization. In 2023, we refreshed our EHS strategy to focus our continuous improvement efforts on communication, standardization, and enhanced EHS resources (talent, systems, and training tools).

Our Health and Safety Management System (HSMS) is an essential component of our strategy. The HSMS is designed to identify and manage potential risks, hazards, and incidents to ensure the safety and well-being of all our employees and visitors. We are committed to continuously monitoring and reviewing our performance to ensure we meet health and safety objectives.

Our approach We use global policies and local procedures to develop plans to systematically manage health and safety and minimize the risk of injury and illness from our operations. Eight of our manufacturing facilities (29%) are ISO 45001 certified. In addition, we use the Littelfuse Operating System (LFOS) to establish uniform processes for our EHS focus areas, assess the maturity of our sites, and continuously improve site performance by adopting best practices.

We also enhanced our global communication through reporting of monthly data, centralized tracking of audit findings, and standardized compliance monitoring and training calendars.

Our HSMS is based on a framework of continuous improvement. We follow a systematic approach to identify potential hazards, assess risks, and implement control measures to manage those risks. Our HSMS includes the following elements:



Leadership and Commitment

Our leadership team is committed to promoting a culture of safety and health, which is reflected in our HSMS. During the quarterly business reviews, the business leaders provide a report on their EHS performance, discuss details of any incidents that have occurred, and review all safety related projects and initiatives.



Hazard Identification and Risk Assessment

We regularly conduct hazard identification and risk assessments to identify potential hazards and assess the associated level of risk.



Control Measures

We implement control measures to manage the risks identified through the hazard identification and risk assessment process. This includes engineering controls, administrative controls, and personal protective equipment.



Emergency Preparedness and Response

We have comprehensive emergency response plans in place, which are regularly reviewed and updated.



Safety Training

We provide regular safety training to all employees to ensure they are equipped with the necessary knowledge and skills to identify and manage potential hazards. Our training program includes on-the-job training, toolbox talks, and formal training sessions.



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Hazard Identification, Risk Assessment, and Incident Investigation

We maintain a comprehensive process for assessing risks, planning preventative actions, and verifying compliance. It combines hazard identification, risk assessment, and risk control (HIRARC) with job hazard analysis (JHA) at our facilities. Our risk assessment and control process help us identify and prioritize programs that reduce severe injuries and fatalities (SIFs) and creates goals for successfully implementing these programs. We implemented a robust incident response process that ensures any incident is reviewed, root causes are correctly identified, and appropriate corrective actions are taken and communicated globally for implementation across our locations. By doing so, we can identify opportunities for further improvements to help prevent incidents from happening in the future.

PROCESS SPOTLIGHT

A key focus area in our manufacturing sites is on machine safety programs that prevent our employees from unintentionally encountering moving machinery. During our acquisition integration process, we prioritized the evaluation of machine safeguarding for newly acquired sites. A recent example of this commitment is our collaboration with newly acquired facility in Huizhou, China. The team undertook a comprehensive machine guarding assessment on 520 pieces of equipment. Then they took steps to retrofit equipment and improve machine guarding. This partnership with our new site resulted in acceleration of the implementation of our safety mindset and fortified our culture of collaboration.

Third Party Safety

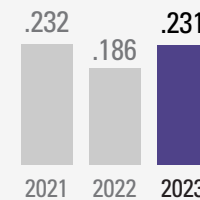
Our commitment to health and safety extends beyond our operations. We work closely with our suppliers to ensure they meet our high standards for health and safety, and we actively encourage our business partners to adopt sustainable practices that prioritize the safety of their employees and the environment. We have established the expectation with our third-party partners that they will implement health and safety standards, which we require in our Supplier Code of Conduct as well as in contractual provisions. Our Supplier Development Engineering Team conducts periodic audits of our strategic suppliers to ensure compliance with our expectations.

Our impact Health and Safety Performance

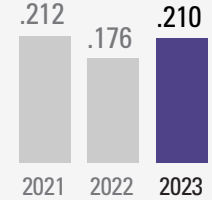
Our 2023 Total Recordable Incident Rate (TRIR) increased 24% and our Lost Time Injury Rate increased 20%, compared to 2022. This increase can be attributed to various factors, including several newly acquired facilities, planned site closures, and the relocation of process lines to different facilities.

To address this increase in incident rates, we have created a standardized monthly call with all of our EHS professionals, including those from newly acquired companies. These calls provide a forum to review new EHS programs and policies for implementation, share best practices, discuss lessons learned from incidents, and evaluate actions to prevent similar events from occurring in the future. We have also added a mandatory EHS review to the Authorization for Expenditures process to ensure EHS risk and hazard assessments are completed prior to any manufacturing process changes. This provides an opportunity to identify and address any new hazards that may be introduced into the workplace.

TOTAL RECORDABLE INCIDENT RATE
(TRIR)



LOST TIME INJURY RATE
(LTIR)





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ENGAGEMENT SPOTLIGHT

Employee engagement is a critical part of creating strong EHS culture. Many of our facilities created opportunities to recognize and celebrate safety success, including:

Safety Awareness Week

Lipa, Philippines site launched a Safety Week with initiatives including a safety game show, a safety slogan contest, and hazard identification activities that occurred monthly to engage employees in safety practices and promote the EHS culture at the site.

EHS Month

Wuxi, China site hosted an EHS month with a safety video contest, safety drawing and knowledge contests, and an interactive hand safety game that emphasized the importance of hand protection.

Safety Supervisor of the Month

Every month the Piedras Negras, Mexico and Matamoros, Mexico facilities work to recognize their supervisors for outstanding safety performance.



We also launched a global EHS newsletter to provide a platform to share best practices, identify areas of opportunity, share information on upcoming EHS initiatives, and recognize our best-performing sites.

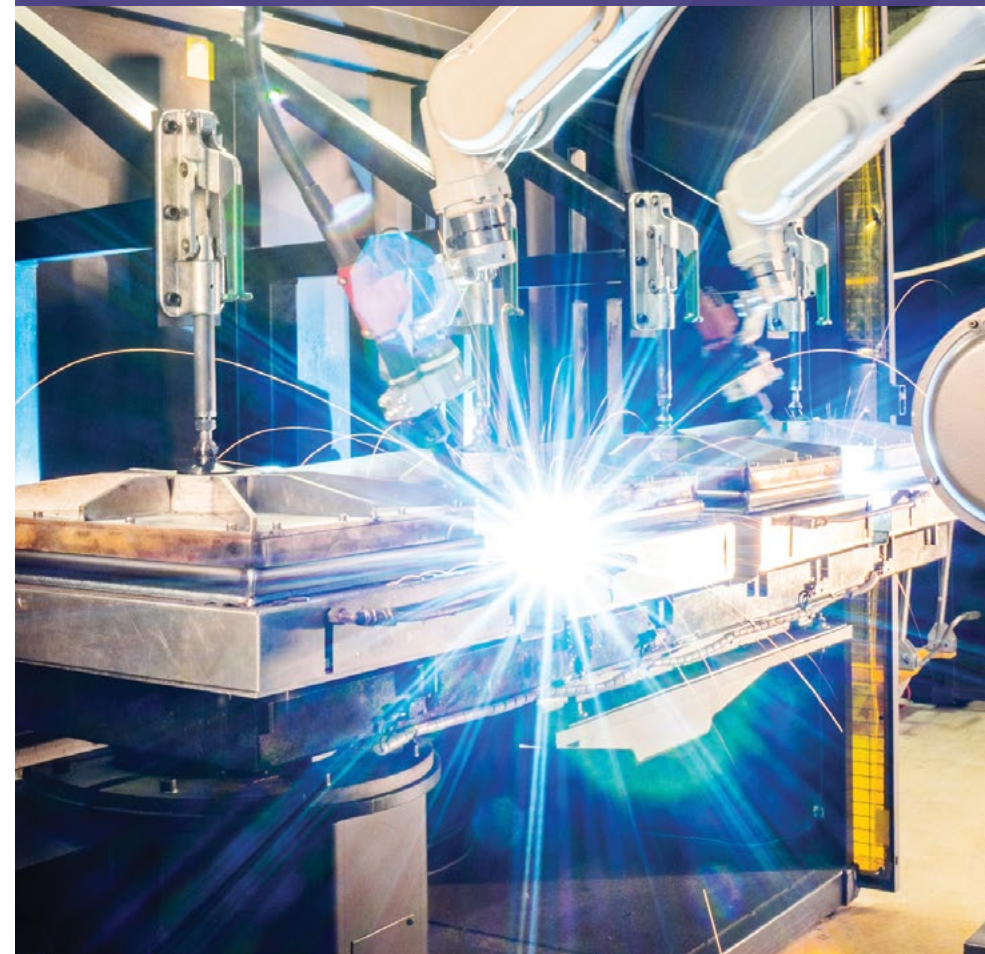
PERFORMANCE SPOTLIGHT

Zero recordable injuries

at 9 of our 28 manufacturing sites

3+ Years

with 0 recordable injuries at our Tsukuba, Japan, Allen, Texas, and Chippenham, United Kingdom sites





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EMPLOYEE WELLBEING

Our commitment We support the mental and physical wellbeing of our employees through a range of programs that promote a healthy lifestyle. Our Health & Wellness programs vary across countries and are tailored to the needs of our employees from location to location. Globally, we offer comprehensive medical benefits and an employee assistance program that provides confidential counseling at no charge for all our employees and their families to receive support with personal, health, life, financial, or work issues.

Our approach Certain locations provide on-site medical clinics staffed by medical professionals who are employed by Littelfuse to provide on-site injury prevention and response services. Most of our locations also organize annual physicals, preventative health screenings, and wellness initiatives including weight and diabetes management. We also provide first aid training by qualified professionals and instruction on the use of Automated External Defibrillators (AEDs) and other first aid equipment at our facilities.

In our U.S. locations, we offer additional programs including tuition reimbursement and our Live Well platform which is designed to provide support to our employees to achieve their physical, emotional, financial, and work wellbeing goals. Benefits provided in our Live Well platform include financial incentives for participation in wellness activities, discounts on gym or fitness center memberships and fitness devices, annual flu shots, and incentives for preventative care such as annual medical and dental exam and biometric screening. Online

classes are also provided through our Smart-dollar platform, a financial wellness benefits program, to help employees plan and take control of their finances. We also provide a digital mental health program which offers confidential, self-paced online modules with guidance from a therapist to help our employees and their families cope with depression, anxiety, grief and loss, insomnia, and other life challenges.

In addition our Mexico locations provide a mental health program which offers face to face support from a therapist. In October, these locations offer a well-being week focused on breast cancer prevention and other preventive care. Each year, employees are provided with a flu shot and medical exam.

In our Germany and Netherlands locations, we offer a business bicycle program providing employees an option to rent a bicycle for biking to and from work. The purpose of the program is to support employee wellbeing and reduce vehicle commuting costs and environment impacts. After participating in the bicycle program for three years, employees may purchase the bicycles at a discounted rate.

In many of our sites in Asia, we offer regular wellness activities onsite and in the community, including monthly fun runs, hiking, sport clubs, fitness training, occupational health seminars, safety awareness classes, healthy food festivals, mental health training, and mindfulness programs.

Our impact

Over 300 U.S. employees received incentives by completing various challenges and preventative exams



Nearly 40 German employees participate in the business bicycle program

In the Philippines, 288 employees participated in monthly fun runs to promote healthy living and encourage community among participants and 10 Philippine employee volunteers were trained as mindfulness counselors to assist other employees



~100 associates in our Suzhou, China facility participated in health lectures on eye protection when using computers or other electronic devices



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DIVERSITY, INCLUSION & BELONGING

Our commitment We value and celebrate diversity in every aspect of our work with employees, customers, suppliers, partners, and shareholders. Our commitment to diversity, inclusion, and belonging creates a collaborative environment that fosters innovation, helps us deliver bold solutions, and drives overall growth. This commitment is championed and modeled by leadership, embedded into touchpoints with prospective and current employees, and tied directly to goal setting and performance management processes.

Our approach We recognize the strength of a diverse, inclusive global team of approximately 17,000 employees who contribute to our success by drawing on their wide range of visible and invisible talents, traits, and characteristics. Our commitment to diversity and equity empowers Littelfuse employees to innovate, deliver bold solutions, and drive growth with the multifaceted insight that comes from true community. When everyone is included, everyone wins. Our commitment is demonstrated within the following areas:

Leadership accountability

Leadership is accountable for creating a diverse and inclusive work environment. Diversity, Inclusion, and Belonging are incorporated into senior leaders' individual goals that are established in the annual performance process. An action plan is developed by each business unit and function to improve diversity of talent and foster an inclusive work environment.

Employee engagement

Our commitment to creating and sustaining an inclusive workplace where diversity of all types thrive is also evidenced by the time and energy our employees invest in supporting initiatives. One way we demonstrate this commitment is through our Diversity, Inclusion, and Belonging Council, consisting of diverse global leaders from across the organization, that helps to evolve and advance programs to further improve diversity, inclusion, and belonging in each region. **Over the past five years, we have established four Employee Resource Groups, with growing global chapters expanding to support broader demographics and identities: Women's Initiative Network (WiN), Littelfuse Employees of African Descent (LEAD), PROUD Alliance, and We Are Littelfuse.**



PROUD Alliance aims to create an open and safe space for LGBTQ+ and Ally employees to meet, share fellowship, and join in

the work to create an inclusive culture of acceptance, dignity, and respect for all LGBTQ+ employees and allies. PROUD Alliance recent expansion in the Philippines reflects the Littelfuse commitment to an inclusive and supporting workplace where all employees, regardless of sexual orientation or gender identity, feel valued, respected, and empowered to bring their authentic selves to work. In 2023, PROUD Alliance hosted a global learning event focused on education for importance of pronouns in the LGBTQ+ community.



The Littelfuse Employees of African Decent (LEAD) employee resource group aims to help our employees reach the full potential

of their professional development. Through talent acquisition, development, and community building, LEAD aspires to foster an environment that makes Littelfuse an employer of choice for individuals of Black and African descent. This ERG has taken the lead to build connections with Historically Black Colleges and Universities in support of attracting new early career talent. In 2023, LEAD introduced a cohort development program that equipped ERG members with tools to develop and grow their careers with Littelfuse. LEAD also hosted Black History Month activities and a Juneteenth event at our headquarter location.



Women's Initiative Network (WiN's) mission is to educate

and engage through an empowering network that attracts and develops women to elevate future leaders and enhance business results. Our WiN ERG has expanded beyond U.S. and Canada to a network of regional chapters in Europe, China, Philippines, and Mexico. WiN leads one-on-one and group mentoring programs and introduced an enhanced development program in 2023 focused on cohort learning and mentoring with Senior Leadership. WiN hosted multiple global panels throughout the year that facilitated conversation on allyship and managing conflict to equip our talent in demonstrating inclusive behaviors. WiN engagement with Women in Electronics has also expanded to Europe with initiatives in Germany.



We Are Littelfuse works to create a community space focused on inclusion and

belonging to foster empathy, awareness, and open dialogue, while promoting learning and allyship. In 2023, this ERG partnered with the Diversity Inclusion and Belonging Council to deliver learning and education on generational awareness in the workplace and continues to promote an inclusive workplace with regular cultural education and celebration programs.



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Our impact Every day we witness the power of global collaboration among our employees located in 32 countries. We believe that our workforce should be representative of these communities where we live, work, and operate. We established an aspirational goal to increase the representation of Black and African American employees in the U.S. to at least 5% by 2026.

Due to a reduced number of hiring opportunities in 2023, Black and African American representation in the U.S. has remained relatively steady at 3.4% in 2023 as compared to the previous year. Focus continues on development and retention of our key diversity talent.

Globally, we continue to challenge the status quo by strengthening existing and building new female talent pipelines to improve gender equity. In total, we have a healthy gender representation with female employees comprising 51% of the workforce. We are focused on ensuring balanced gender representation at all levels as we established an aspirational goal to achieve at least 25% global female leaders by 2026. In 2023, our female leaders increased by 1.5% to 22.5% as compared to the previous year. This is a 2.5% increase since we began our focused efforts in this area in 2022.

PAY EQUITY

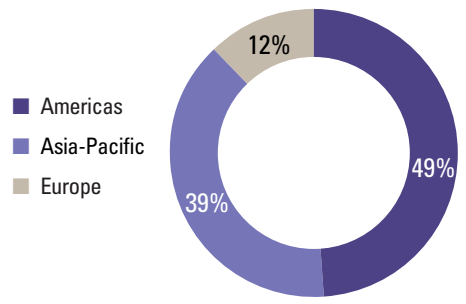
Our commitment We strive for an engaged team of employees who are reflective of the brightest talent. Our compensation programs and policies are designed to consider responsibilities, performance, experience, and other factors such as location. They are designed to deliver competitive and equitable pay regardless of gender, ethnicity, or other individual demographics.

Our approach We are focused on creating the right global practices that prevent pay inequities from arising. We comply with all disclosure requirements as required by law.

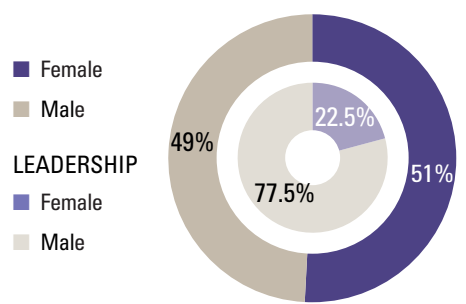
We conduct an independent review of our pay practices on an ongoing basis to ensure that our pay practices are both equitable and competitive. To ensure equal pay for equal work, over the last several years, we have partnered with a third party in the U.S. to complete a pay equity analysis. We evaluate the results that come from this work and take appropriate action. We are in the process of expanding our ongoing, independent, regional pay equity review, and will apply our learnings from completed studies.

Our impact Our team in Lithuania was recognized in 2019, 2021, and 2023 with a Fair Pay Award for ensuring equal pay to men and women in the same employment, performing equal tasks.

EMPLOYEE GEOGRAPHIC LOCATIONS



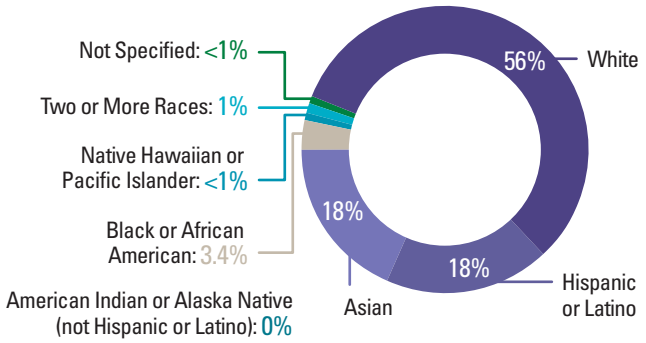
EMPLOYEE DIVERSITY*



*Excludes our contract employees and employees who did not select a gender type.

GLOBAL EMPLOYEES
~17,000

U.S. EMPLOYEE ETHNICITY





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TALENT DEVELOPMENT

Our commitment We recognize that building and maintaining a strong talent pipeline is essential to sustained performance and the achievement of our growth strategy. A culture of continuous learning across all our diverse talent—from our production lines to our engineering labs, to the office or distribution center—is essential to leadership across our industries. Additionally, we believe that it is our responsibility to ensure our employees have appropriate development resources to grow in alignment with their goals.

Our approach Organization Capability Development & Succession Planning

Our leadership team actively incorporates talent strategy into our annual business strategy review process to build the right talent capabilities and capacity to meet both current and future needs. We conduct an enterprise-wide talent review process with our CEO, business unit and functional leaders that is focused on high-performing and high-potential talent, diverse talent, and succession plans for our most critical roles. Additionally, our Board of Directors reviews management development and succession plans for senior executives.



Performance Management

Meaningful, ongoing feedback is an essential component of our talent development practice. Our managers conduct regular individual check-ins and team meetings throughout the year, supplemented with more thorough mid-year and annual performance reviews. Regular communication and training are provided to our employees and managers to help guide them through this important element of a high-performing organization.

GRI 3-3, 404-1, 404-3, SDG 5+10

Training & Development



Early Career Development Program

We actively invest in identifying and developing a pipeline of future global leaders and technical experts. One area of focus is identifying key early career talent and developing programs tailored to engage and grow individual capabilities, including an expanded focus on internships and other university partnerships. In 2023, we initiated a second class of engineers into our RISE program, an accelerated development program for engineers entering the workforce focused on planned rotations to guide career development.



Coaching and Mentoring Program

Leadership development is another key focus area of our strategy. We invest in strengthening our leadership capability through a combination of coaching and mentoring programs to enhance individual development. We offer mentoring programs formally through our WiN ERG and for select future leader talent. We also introduced a cohort coaching program in 2023 for select future leaders looking to accelerate their career advancement.



Leadership Competency Model

In 2023, we introduced a new leadership competency model. This model, an extension of our Culture and Values, includes twelve competencies that define the capabilities of successful leaders at Littelfuse. The model and associated toolkit help provide expectations for leadership behaviors and key guidance for how to develop these focused leadership behaviors as employees grow their career with Littelfuse.

Front Line Leadership Training: Our training program targeting supervisors or front-line leaders expanded in 2023 to 14 locations to include 727 leaders and helped to improve capabilities in team management, goal setting, and performance management.



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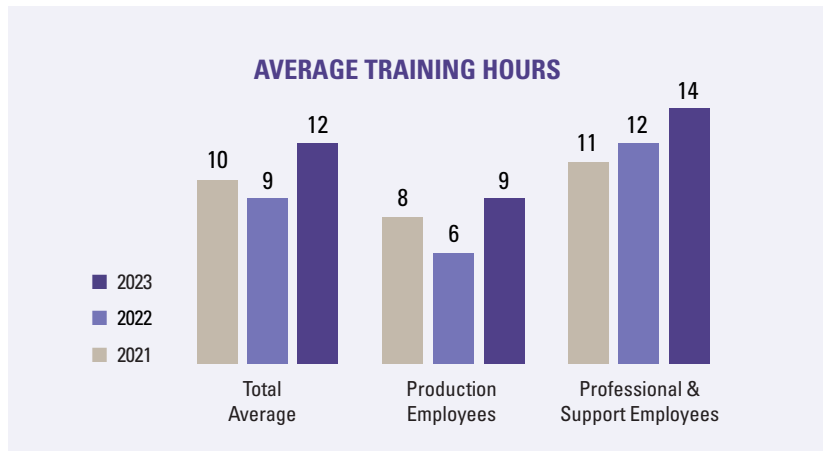
Our impact As a result of our integrated talent review and succession planning process, we identified Business Critical Roles in each of our main operating functions (Sales, Product Management, Engineering, and Operations) and maintain succession plans and successor development plans.

Our leadership development efforts expanded in 2023 to include formal mentoring of 19 future leaders in Europe, and a coaching program for 26 future leaders in the Americas. In Mexico, we continued the Leadership Coaching Program to develop first time people leaders and other aspiring leaders. There were 15 participants in the Leadership Coaching Program.

Training Topics

- Leadership & Professional Skills
- Information Security
- Ethics & Compliance
- Diversity, Inclusion & Belonging
- Enterprise Lean Six Sigma Teams

In addition, for our 2023 training hour data, we continued to improve our data collection process and added nine additional locations not previously captured in our training hour reporting process. With the focused training and development plans across the organization and with these added locations, our employees completed over 196,000 training hours, via both in-person and online forums. In the coming years, we will be investing in updated learning management technologies that enable a greater degree of tailoring to individual employee needs and development goals which we expect will drive increasing training hours.





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COMMUNITY INVOLVEMENT

Our commitment Community involvement lies at the heart of our sustainability journey. Working to affect positive change in the communities where we work and live is core to Littelfuse. Strong, progressing communities are the cornerstone of a sustainable future and we seek to foster positive change in the neighborhoods in which we live and work with volunteerism, philanthropy, recruitment, and expansion - investing resources for the next generation.

Our approach Our dedication to impacting our communities is rooted in our company purpose, to empower a sustainable, connected, and safer world. To create a better future for our employees, their families, and communities, we align our service efforts with our purpose using three central impact pillars: Green, STEM, and Equity.

Our impact

Planting Seeds of Change



Our Littelfuse Mexico team in Matamoros hosted a week-long initiative around World Environmental Day in June, where participants attended a conference on proper waste management, workshops on plant care, and other activities to raise awareness about sustainability. They learned about the impact of plastics and brought their notebooks, bottle caps, appliances, cell phones, and non-functioning cables to be specially treated.

Several of our sites across France, Lithuania, and the Philippines led tree-planting events within their local communities to help reduce carbon footprint, prevent soil erosion, and beautify communal spaces.

Alignment With Our Purpose:

We Empower a Sustainable, Connected and Safer World



Green initiatives support our dedication to contributing to a healthier, more sustainable world. This pillar reflects our proactive approach to making a positive impact on the environment and our community, while contributing to larger global goals.

STEM (Science, Technology, Engineering and Math) volunteer actions and educational commitments support our belief in the transformative power of education and desire to empower an innovation mindset in future generations. By supporting STEM early education programs, internships, and mentorship opportunities, we aim to inspire curiosity, cultivate talent, and equip young minds with the skills and knowledge needed to tackle the challenges of tomorrow.



Our Equity actions reflect our unwavering commitment to diversity, inclusion, and belonging. We seek to promote the wellbeing and dignity of all people, particularly those most vulnerable or in need. We act with empathy and compassion to serve the unique needs of each individual and community.



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Full STEM Ahead Littelfuse proudly supports STEM education in our local Illinois, U.S. communities, partnering with FIRST Robotics at Taft and Sterling High Schools for the past six years, as well as the FIRST LEGO League at Fairview Elementary. Witnessing the dedication and innovation of students as they design, build, and program a 120-pound robot for the annual FIRST robotics competition or embark on their first robotics journey in LEGO League is truly inspiring.

Littelfuse Win (Women in Network) ERG members in Dole, France held a regional fundraiser where over 600 roses were sold to fellow employees and the proceeds were then donated to Ligue contre le cancer, an organization dedicated to fighting cancer. Marion Erard, the Littelfuse Dole Plant Nurse, also provided participants with practical advice on how to perform self-examinations for early detection of breast cancer, encouraging people to do regular check-ups.



Equity Elevates: Raising Resources for Change

We continue to partner with United Way through an annual employee donation match program. This year, Littelfuse U.S. team members were invited to select any certified 501(c)(3) to receive their corporate donation match, allowing participants to double the impact of their gift and serve local causes near to their hearts. This donation match program was launched in Chicago alongside a United Way volunteer event at Littelfuse headquarters where our team members listened to representatives from local charities and packed 2,000 hygiene kits for a local shelter.



In Dongguan, China, Littelfuse employees donated, cleaned, sorted, and packed clothing for their local charity, Huaien, then proceeded to support a junior middle school in Changwu County, Xianning City, Shanxi Province by donating items such as printers, laptops, conference room sound systems, and stretchers – vital teaching aid materials needed to help advance rural education in the area.



OUR ENVIRONMENTAL IMPACT



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We are committed to responsibly conducting our manufacturing operations in a manner that minimizes our environmental impact, while protecting our employees and communities. This annual report provides an overview of our progress towards reducing our greenhouse gas (GHG) emissions, energy consumption, water usage, and minimizing the waste generated in our operations.

Our commitment To ensure that our global sites each have the critical foundation of a strong environmental management system, we aim to achieve ISO 14001 certification at 100% of our manufacturing sites. We have achieved 93% implementation, representing 26 out of 28 sites. We continue to partner with our manufacturing sites, including sites acquired through acquisition, to conduct a

We have committed to reduce our Scope 1 and Scope 2 Greenhouse Gas Emissions 38% by 2035, based on our 2019 emissions – in line with keeping global temperatures well below 2° above pre-industrial temperatures.

comprehensive review of our current operations, identify areas where we can reduce our environmental impact, and make recommendations on key processes and procedures to ensure that we meet or exceed the requirements of ISO 14001.

The outcomes of our environmental impact reduction efforts are shared with our stakeholders through this annual sustainability report, response to the Carbon Disclosure Project's (CDP) Climate Change questionnaire, and participation in the Ecovadis assessment.

Our approach During 2023, we continued to make significant progress towards further embedding our sustainability program into our operations and making key connections between our Lean manufacturing philosophy and the "sustainability mindset" in the way we operate. We refined our strategy around our water, energy, and GHG reduction programs and began to develop global policies, procedures, and tools for all our manufacturing locations.

In addition, we launched annual, site-specific GHG and energy reduction targets to provide our sites with a short-term milestone as we work towards our longer-term goal. We also established water reduction goals for our locations in high or medium water stress. Progress towards these targets is communicated monthly to our leadership teams on our Sustainability Dashboard that helps improve our monitoring and accountability.

These initiatives continue to be focused on our manufacturing sites, as these locations have the most significant environmental impact. As a result, our environmental reporting excludes our non-manufacturing locations such as sales offices or R&D labs, as the emissions from those locations are less than 2% of our total emissions.

Our impact Littelfuse Invests in Sustainability

In 2023, we began the planning process to open a new building for our growing Industrial Business Unit operations in Piedras Negras, Mexico. From the early planning stages, sustainability considerations were a foundational element for this new building, including:

- Implementation of a monitoring app and key technologies to track and optimize energy consumption
- Installation of full water recycling processes to filter and reuse contaminated water (resulting in 100% recycled water for use in processing)
- Optimization of the building layout to reduce waste and improve efficiencies by grouping product lines with shared manufacturing processes and materials
- Reduction in the area for forklift usage resulting in key efficiencies and improved safety
- Procurement of energy-efficient equipment such as HVAC units, air compressors and LED lighting

Our new building was fully operational in early 2024.



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GHG EMISSIONS AND ENERGY EFFICIENCY

Our commitment To support our GHG emission reduction target, we coordinate with each location to review and analyze their GHG emissions data, then develop targets and plans to decrease emissions.

We also focus on continuous improvement of our energy efficiency across our manufacturing sites because we recognize that energy use is the largest source of our GHG emissions. Our facilities identified energy reduction opportunities and developed action plans to reduce emissions.

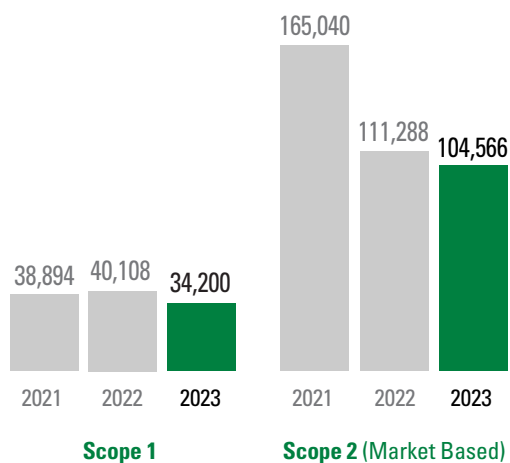
Our approach GHG Emissions

We prioritize energy reduction, increased use of renewable energy, and better management of chemical processes at our manufacturing locations as key elements in meeting our GHG reduction targets.

To ensure that our reduction initiatives make a significant impact towards our goal, we targeted our top seven locations that emit approximately 74% of our total Scope 1 and 2 GHG emissions as sites for expert, external energy audits which result in an action plan and roadmap to achieve our long-term GHG reduction goal. We completed three of these audits in 2022 at locations in China and identified key improvement opportunities that were reviewed in 2023.

SCOPE 1 AND SCOPE 2 EMISSIONS

metric tons CO₂e



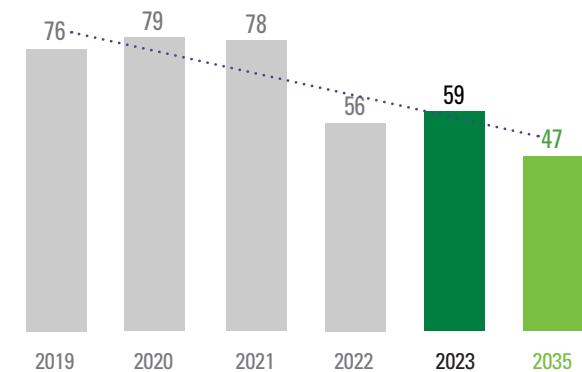
Our teams in Lipa have integrated the achievement of our site-level GHG and energy reduction targets into our incentive programs for that location.

GRI 3-3, 302-1, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5, SASB RT-EE-130A.1, SDG 7+13

During 2023, we met with each business unit leader to review the site-specific, annual GHG intensity reduction goals that will enable us to achieve our long-term reduction goal. **As a result of our strong leadership team support, we continue to see increased engagement from our global teams to find creative solutions to reduce emissions.**

SCOPE 1 & 2 (MARKET-BASED) GHG INTENSITY*

metric tons CO₂e / \$M revenue



We continue to progress towards our 38% GHG reduction target, as we have achieved 24% reduction since 2019.

Although our GHG intensity increased in 2023, we reduced our absolute Scope 1 emissions by 15% and our absolute Scope 2 emissions (market-based) by 6%.

* Intensity data reflects 2019 baseline reset in accordance with our GHG Inventory Management Plan to account for emissions and revenue from newly acquired sites.



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GHG Emissions – Scope 3

In addition to our initiatives to reduce the impact of our manufacturing footprint, we also monitor our broader business impact by collecting Scope 3 GHG emissions data. This data informs our longer-term strategy to develop action plans to manage Scope 3 GHG emissions, with focus on the following categories:

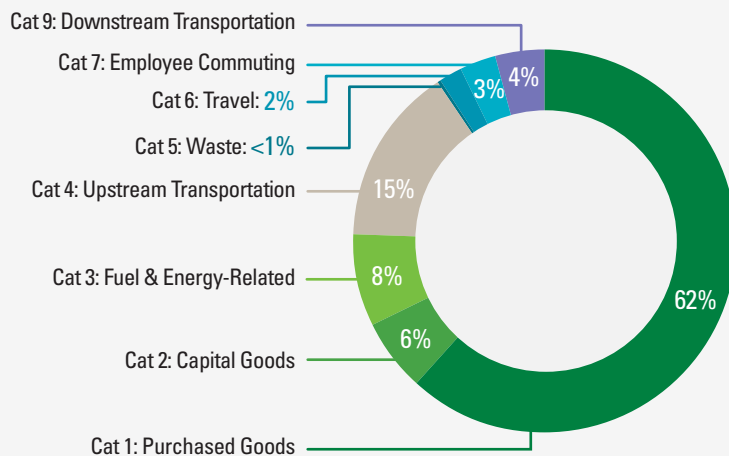
- CATEGORY 1**
purchased goods and services
- CATEGORY 2**
capital goods
- CATEGORY 3**
fuel and energy-related activities (not included in scope 1 or scope 2)
- CATEGORY 4**
upstream transportation and distribution

- CATEGORY 5**
waste generated in operations
- CATEGORY 6**
business travel
- CATEGORY 7**
employee commuting
- CATEGORY 9:**
downstream transportation and distribution

Our impact We actively seek opportunities to decrease our upstream and downstream transportation emissions and optimize our supply chain logistics. For example, after acquiring a new site in Huizhou, China, we collaborated with our existing site in Dongguan, China to utilize a centrally located warehouse. Through this partnership, both sites now use the same trucks and pallets transporting goods across the border. This consolidation has led to a reduction in emissions, freight costs, and warehouse lease costs.

Our site in Shanghai, China identified an opportunity to improve the utilization rate of trucks coming to the site, resulting in a **40% reduction in the number of transports needed each week.**

2023 SCOPE 3 EMISSIONS

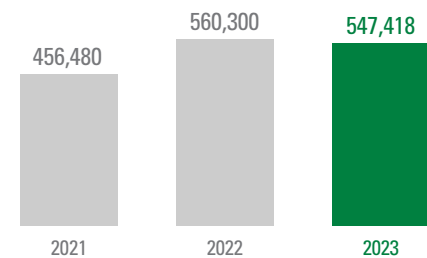


Our estimated 2023 Scope 3 emissions for the categories above represent approximately 80% of our total GHG emissions, with the detailed estimates included with our Environmental Metrics.

We reduced our estimated Scope 3 emissions by 2% in 2023 compared to 2022 and had the greatest decrease in our category 4 emissions related to our upstream transportation as we decreased our reliance on air transport.

ESTIMATED SCOPE 3 EMISSIONS

metric tons CO₂e





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Energy Efficiency

Emissions from our use of purchased electricity account for 74% of our total Scope 1 and Scope 2 emissions. Accordingly, our priority is to improve energy efficiency at our sites that utilize the most electricity and share the lessons learned throughout similar manufacturing locations. Through the development of a global Energy Consumption Reduction and Efficiency Program that was developed in 2023 and launched in 2024, we provide our sites with a framework and the tools to:

- Identify all significant energy using (SEU) equipment at the facility
- Measure, record, and monitor energy usage. Analyze performance and trends during plant management review meetings
- Ensure that SEU equipment meets industry standards for current energy-efficient technologies and has variable frequency drive capabilities
- Develop an action plan to achieve energy efficiencies

While energy efficiency in facilities is our focus, we also look to increase the use of renewable energy in our operations with PPAs (power purchasing agreements), solar panels, and other sources. **During 2023, 46% of our sites utilized renewable energy in their operations.**

In 2023, our overall energy consumption remained relatively flat, with a slight decrease, and a slight increase in renewable energy. Energy intensity in 2023 increased by 6%, driven by our 6% decrease in revenue compared to 2022.

Our impact

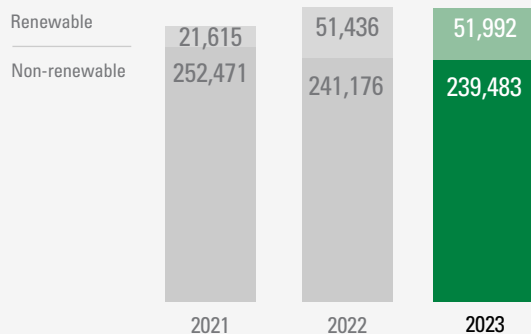
After significantly increasing our renewable energy use in 2022, we maintained our 18% renewable energy globally in 2023. Our site in Lipa City, Philippines continues to have zero Scope 2 emissions and our site in Kaunas, Lithuania partnered with our landlord to increase use of renewable energy from rooftop solar panels. Examples of internal efficiency measures include implementation of air conditioning unit upgrades, Variable Frequency Drive (VFD) installation on pumps, air compressor optimization, and power saving machine shutdown initiatives.

Our Legnago, Italy site initiated a key energy consumption reduction project through the implementation of “Smart” energy controls for Significant Energy Use. The centralized system helps the site optimize energy use through temperature controls and optimizing manufacturing equipment with high energy demands. **This initiative resulted in an energy savings for the location of 122 MWh in 2023.**

At our Dole, France site, we implemented a waste heat recovery project that consisted of creating an autonomous heat network to heat plating baths. The recovered waste heat from air compressors is utilized for heating the plating baths and the assembly workshop – which also reduced gas consumption. As a result, we realized cost savings and energy savings of approximately 463 MWh of electricity per year.

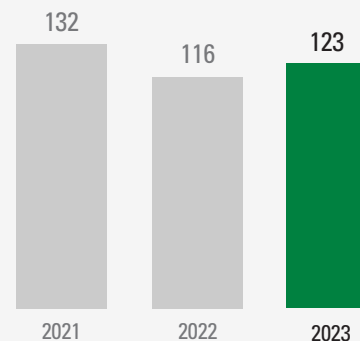
ENERGY CONSUMPTION

renewable vs non-renewable energy sources (MWh)



ENERGY INTENSITY

MWh/\$M revenue



Our Piedras Negras, Mexico team helped realize energy efficiency by making key improvements in the manufacturing process that increased the cycle flow of a specific product by 96%. **This improvement reduced the total amount of electricity used by removing heat generated from the process flow by 24%.**



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WATER USE

Our commitment We strive to use our natural resources responsibly and have implemented Lean projects in our facilities to help optimize our water usage. While our business is not uniformly water intensive, we have evaluated our sites to determine which locations are in water stressed areas and prioritized our action plans and investments where we can make the greatest impact. For example, we have prioritized focus on our semiconductor facilities that use more water than our comparably sized electronic assembly facilities.

Our approach Additional policies and checklists were provided to our sites in early 2024 to highlight action steps sites may take to reduce our water consumption including:

-  Installation of flow sensors to regulate water usage
-  Replacement of equipment and filtration systems
-  Encouraging employees to report leaking faucets, toilets, and water fountains
-  Adjusting lawn watering schedules to low evaporation periods of the day
-  Regularly scheduled preventative maintenance

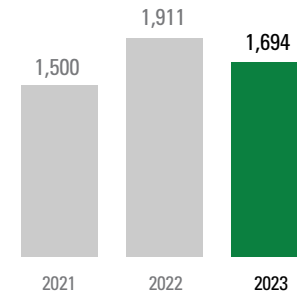
To further enhance our water management program, in 2023 we developed short-term, site-specific water reduction targets for all our sites in areas with either high or medium-high water stress for 2024, based on the country index published by the World Resource Institute.

Our impact Our **Wuxi, China** site is a semiconductor fabrication facility, and is one of the top water consumers in Littelfuse due to the large amount of water required in the operation. The site implemented projects to reduce water withdrawal in the fabrication process.

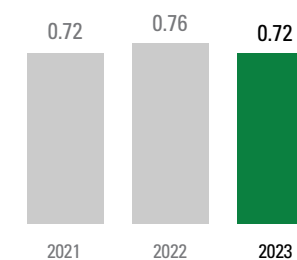
These projects reduced the amount of deionized water overflow and resulted in 30% reduction of average monthly water withdrawal.

During 2023, our water withdrawal decreased by 11%, driven by a significant number of sites reducing water, and our site in Wuxi, China increasing their water recycling by 37%.

TOTAL WATER WITHDRAWAL
megaliters



WATER INTENSITY
megaliters/\$M revenue



Our **Piedras Negras, Mexico** site identified an opportunity to add a new filter press to reduce water contaminated with melamine waste from their manufacturing processes.

This new press completely separates the melamine residues from the water resulting in more than 50% reduction of the disposal of waste water.



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WASTE & HAZARDOUS MATERIAL MANAGEMENT

Our commitment We prioritize the reduction and elimination of waste throughout our business and production processes to ensure compliance with regulations, protect our employees and the environment, and further strengthen our reputation. Hazardous waste is a byproduct of our manufacturing processes, which includes chemicals, solvents, and heavy metals. Our teams are continuously exploring and implementing creative, effective solutions to minimize the use of these materials, while maintaining the highest levels of product quality and safety. We strive to reduce our overall waste generated and conserve raw materials and resources used in our production process and to ensure the safe handling, transportation, and disposal of hazardous waste.

Our approach Waste elimination is central to our Lean manufacturing philosophy and we see strong engagement from our teams in the development of innovative approaches to waste management. Our employees completed 1,636 Lean projects, including 204 that promoted both productivity waste and process waste elimination.

We continued our efforts into 2023 to improve our waste collection and validation procedures, introducing key foundational procedures for documenting waste reduction initiatives globally. This additional level of detail regarding our disposal methods for both hazardous and non-hazardous waste will enable us to develop a robust, long-term strategy for our waste generation and disposal.

Hazardous Waste

Our hazardous waste management program is designed to minimize the generation of hazardous waste and ensure the safe handling, transportation, and disposal of hazardous waste. To reduce our hazardous waste, we have implemented several initiatives, including:

Waste Minimization

We strive to reduce the amount of hazardous waste by reducing our hazardous material intake by optimizing production processes such as substituting hazardous materials with less toxic alternatives and implementing recycling and reclamation programs.

Employee Training

We provide our employees with training on the proper handling and disposal of hazardous waste, including the use of personal protective equipment and spill response procedures.

Electronic Waste

In the U.S., our corporate Information Technology (IT) Team partnered with a third party to recycle our electronic waste and have begun to expand the program into other regions aligning with international standards on electronic waste practices. When IT equipment such as computers, printers, or other accessories become obsolete, we partner with our third party to recycle or donate the equipment. We are investing resources to globally expand these recycling initiatives and better ensure we are using our IT equipment to its full capabilities.

To encourage employee engagement, our HR team in Mexico hosts a Children’s Day Costume Contest using materials that are recycled from the site to promote recycling awareness.



Compliance Verification

We audit our hazardous waste management programs as part of our independent, third-party audits to ensure compliance.

Responsible Disposal

We work with reputable waste management vendors who are licensed and certified to handle hazardous waste in a safe and responsible manner. We also ensure that our waste is properly labeled, packaged, and transported to the appropriate disposal facility.



Our impact

Through this approach we strive to reduce waste generated in our operations, including hazardous waste, and minimize the risks associated with hazardous waste.

Accordingly, our amount of hazardous waste used in operations has decreased for the past three years, including by 10% in 2023 compared with 2022.

WASTE REDUCTION ACTIONS WITHIN OUR MANUFACTURING FACILITIES

Waste reduction

Our Tsukuba, Japan and Lipa, Philippines sites both implemented waste reduction projects in 2023 to reduce material usage in production. The Tsukuba team optimized the design of punch press, reducing the plaque used to produce CHIP devices by 5%. The team in Lipa completely eliminated excess materials in production.

Our Chippenham, UK site took initiative to partner with a third-party vendor to reuse/recover foam and improve metal recycling. This partnership created a total of 17.97 additional tons of recycled plastic boxes, metals and non-hazardous waste. A new skip for foam is also being used and the foam is now being reused by waste carrier.

Hazardous waste reduction

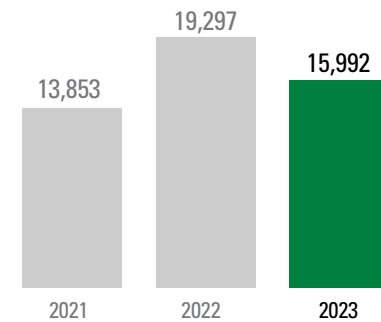
Our Kunshan, China site plant implemented a cleaning solvent reduction project that resulted in the reduction of the use of Volatile Organic Compounds (VOCs), which are considered hazardous waste, by 15%.

Our Wuxi, China site implemented a project to increase the capacity of an acid tank from 800ml to 1100 ml. This increase in volume extended the chemical liquid lifetime cycle and reduced chemical usage by 33% and waste by 9 tons per year.

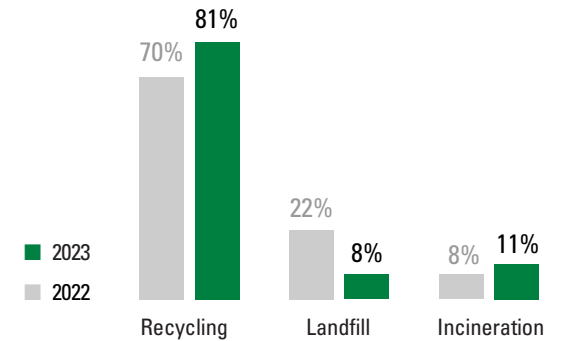
We are closely monitoring our waste disposal methods and recycled 81% of our waste generated throughout 2023. Our priorities continue to be reducing the waste generated in our operations and sent to landfills.

WASTE GENERATED

metric tons

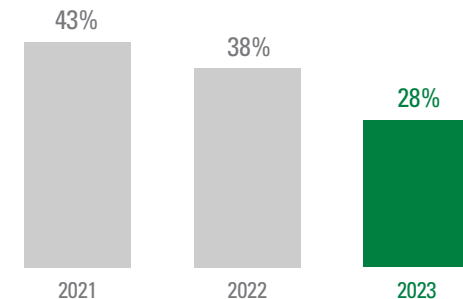


2023 WASTE DISPOSAL METHODS



HAZARDOUS VS. NON-HAZARDOUS WASTE GENERATED

percentage hazardous



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LITTELFUSE SUSTAINABILITY REPORT 2023

We strive to operate a sustainable global supply chain to minimize our environmental impact, while also responsibly sourcing materials in an ethical manner that supports human rights. By implementing these sustainable practices throughout our supply chain, we aim to create long-term value for our stakeholders as well as benefit the communities where we live, work, and operate.

SUSTAINABLE SUPPLY CHAIN

Our commitment We are committed to the highest standards of social and environmental responsibility and ethical conduct, and we expect our business partners to embrace these standards. We have integrated social, ethical, and environmental performance factors into the risk assessment process of selecting critical suppliers to build a resilient network of transparent and sustainable suppliers that support our commitment to our customers, employees, and the environment.

We further strive to operate a reliable and responsible supply chain free from prohibited forms of labor and that is compliant with ISO9001, ISO14001, ISO 45001 and IATF16949 (for automotive products) requirements, as defined in our Supplier Quality Manual. Suppliers provide certificates of compliance to specific regulations including but not limited to Restriction on Hazardous Substances (ROHS), Registration, Evaluation and Authorization of Chemicals (REACH), and Halogen-free.

Our approach Supplier risk management

We utilize a formal supplier risk assessment process to evaluate our third-party partners beyond traditional financial assessments, performance assessments, and compliance with our Supplier Quality Manual and Supplier Code of Conduct. Our supplier risk matrix includes the environmental, social, and governance performance scores based on methodology provided by an independent third-party screening tool (the “ESG score”). This risk assessment tool enables us to identify our most critical suppliers and support our supplier selection process including long-term, strategic partner decisions.

The key factors that contribute to a suppliers’ ESG score include:

Environmental

- Natural Resource Management (energy, water, materials sourcing, waste and hazards management, land use & biodiversity, pollution prevention)
- GHG Emissions & Climate
- Environmental Risk
- Environmental Opportunities

Social

- Human Capital Management (labor relations, health & safety, training & education, diversity & inclusion, human rights abuses)
- Customer Engagement (products & services, data privacy)
- Community Engagement (corporate philanthropy)
- Products & Services (cyber risk, product quality management)
- Supplier Engagement
- Certifications (ISO certificates)

Governance

- Corporate Governance (business ethics, board accountability, business transparency, shareholder rights)
- Corporate Behavior (certifications, lawsuits, sanctions lists)
- Business resiliency



Our Impact

We screened **233 new critical suppliers** during 2023 utilizing these enhanced social, environmental and governance factors.



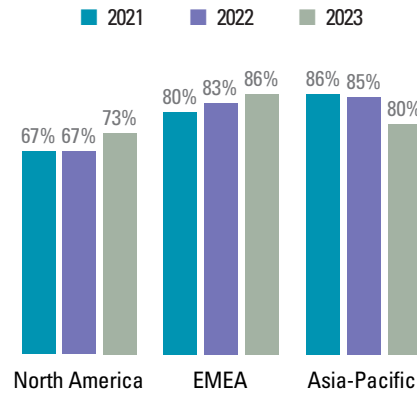
Since the implementation of the ESG risk score into our supplier risk assessment, we have evaluated the ESG risk score of 805 critical suppliers, representing 29% of our total direct material suppliers. As we strive to build a resilient network of suppliers who share our commitment to the highest standards of social, environmental, and ethical conduct, these ESG risk scores will help us prioritize our supplier engagement initiatives. Moving forward, this ESG score will be embedded into our risk assessment methodology for our new critical supplier screening, selection, and onboarding process.

Our approach Environmental

Our supplier localization initiatives are imperative to reducing our Scope 3 emissions in our supply chain. These initiatives ultimately decrease our logistics costs and lead times, reduce our environmental impact, and help support the local communities where we live, work, and operate.

To support reduction of our Scope 3 GHG emissions and provide faster response to our customers we continue to improve the utilization of our global footprint. We continue to assess our manufacturing and sourcing strategy to ensure the greatest efficiency and localization for the end-markets we serve.

PROCUREMENT BUDGET SPENT on Local Direct Material Suppliers



Our Impact

As a result of our localization initiatives, we have successfully maintained a high percentage of sourcing from local suppliers, with increases in localization in our EMEA and North America regions during 2023.



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Our approach Social

We are committed to protecting human rights throughout our global supply chain and support responsible sourcing that contributes positively to social economic development, in alignment with the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI). This commitment is communicated with our suppliers through our [Supplier Code of Conduct](#) and [Global Human Rights Policy](#).

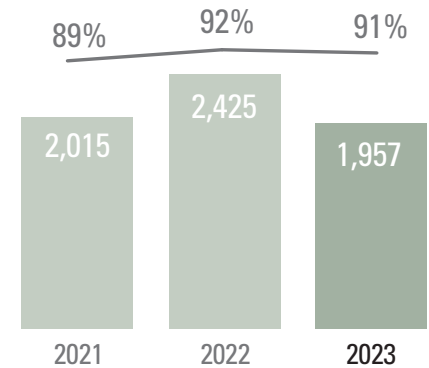
We further ensure that our procurement teams complete regular training on human rights and can recognize warning signs to identify risk of forced labor within our supply chain. In addition, we partner with our suppliers through the annual conflict minerals due diligence campaign that allows us to better understand any human right risks resulting from the sourcing of our products from conflict-affected or high-risk regions.

Our Impact

Historically, our conflict mineral supplier due diligence program has achieved a high-level of participation. During our 2023 campaign, we received conflict minerals due diligence information from 91% of our suppliers. We believe this level of engagement reflects our suppliers' commitment to our robust due diligence program.

DUE DILIGENCE CAMPAIGN

■ Relevant Suppliers — Response Rate



Our due diligence campaigns included:

Conflict Minerals Due Diligence: As stated in our annual Conflict Minerals Report, we manufacture products for which Conflict Minerals (including tantalum, tin, tungsten, and gold) are necessary for the production and performance. To better understand the origin of these raw materials, our due diligence program includes a reasonable country of origin inquiry of Conflict Minerals that is structured using the OECD Due Diligence Guidance as recommended by the Responsible Minerals Initiative (RMI). Our suppliers are also subject to contractual provisions that require participation in our due diligence program and the expectation to only source minerals from responsible sources. We actively review information from our suppliers and engage with them to ensure their smelters obtain a conflict-free designation through the Responsible Minerals Assurance Process.

Cobalt and Mica Due Diligence: We continue to follow RMI recommendations regarding the sourcing of cobalt and mica. Through the Extended Minerals Reporting Template (EMRT) we started the engagement with our suppliers to understand the origin of these raw materials and promote partnerships with smelters, mines, and processors that follow responsible sourcing practices.

As part of our commitment to responsible sourcing, we are a member of RMI and utilize the tools and information from RMI to confirm the information provided by our suppliers. Our procurement team regularly participates in training opportunities to stay up-to-date on best practices that support responsible sourcing of minerals from conflict-affected and high-risk areas.



Additional information regarding our due diligence program and the outcome of our most recent supplier inquiry is detailed in our latest [Conflict Minerals Report](#).



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LITTELFUSE SUSTAINABILITY REPORT 2023

Our approach Governance

Our suppliers are expected to conduct business with us in accordance with the Labor, Health & Safety, Environmental, Ethics, and Management System principles outlined in our [Supplier Code of Conduct](#), which is based on Responsible Business Alliance (RBA) standards.

We distribute our Supplier Code of Conduct to our new suppliers that we acquire following an acquisition. During 2023, we distributed our Supplier Code of Conduct to 764 new suppliers from our C&K Switches acquisition, including 249 critical suppliers. We received acknowledgement from 94% of our critical suppliers and 63% of our total suppliers.

On an annual basis, we also request suppliers to complete a questionnaire regarding their governance practices aligned with RBA and to acknowledge our Supplier Code of Conduct. During 2023, we expanded the distribution of this questionnaire from our direct material suppliers to include our indirect material suppliers, distributing the questionnaire to 7,100 suppliers.



Our Impact In addition to expanding the number and category of suppliers that we surveyed, we implemented a new technology solution. The combined expanded scope and new technology presented significant challenges for our supply chain team and our suppliers, resulting in an 11% response rate.

As a result, we have decided to focus our future initiatives on engagement with our critical suppliers.

	2021	2022	2023
Participants	1,836	2,779	7,101
Completion	37%	41%	11%
Environmental Policies & Systems	66%	72%	54%
Labor Policies	79%	93%	86%
Governance & Ethics Policies	80%	95%	83%

These results help inform our decisions regarding our strategic partners.





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STAKEHOLDER RECOGNITION

External recognition serves as a testament to our efforts to fulfill our purpose and our promise to our employees, customers, investors, and communities. Third-party validation of our achievements provides valuable recognition and motivates us to continue building our reputation as a trusted and responsible company.



MAY

2023 Best Places to Work in Illinois

Listed as one of the Best Places to Work in Illinois for the thirteenth consecutive year.



SEPTEMBER

EM Best of Industry 2023

Best Circuit Protection Solutions Award

These awards are granted by Electronics Maker and honor leading performers and organizations that drive their industries forward.



DECEMBER

Newsweek America's Most Responsible Companies 2023

Presented by Newsweek and Statista Inc., companies on this list were selected based on publicly available key performance indicators and are recognized as the top 500 most responsible companies in the United States, spanning 14 industries.



DECEMBER

EcoVadis Gold Sustainability Rating

EcoVadis medals recognize companies that have demonstrated a strong management system that addresses sustainability criteria. Gold medals are only awarded to those scoring in the top 5%.



DECEMBER

EE Awards Asia 2023

Best Power Semiconductor of the Year (Most Promising Product)

EE Awards Asia honors the contributions of Asia's engineering community that have made a difference.



2023

CDP – B Management Score

A CDP score is a snapshot of a company's environmental disclosure and performance. A B score indicates a company that has addressed the environmental impacts of their business and ensures good environmental management.



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LITTELFUSE

SUSTAINABILITY





REPORT 2023

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



The Sustainable Development Goals, established by the United Nations (UN) in 2015 are a call to action to address the world's major social and environmental issues and promote alignment amongst organizations to achieve a more sustainable future by 2030. As a global company, we believe we have a responsibility to contribute towards these goals most relevant to our material topics and business strategy.

To learn more about the UN Sustainable Development Goals, visit their website at www.un.org/sustainabledevelopment.

SDG	LFUS PROGRESS	LFUS MATERIAL TOPIC	GRI STANDARD
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages.</p> <ul style="list-style-type: none"> Global employees have access to health care and benefits Commitment to lower injury rate in the workplace with 0.23 total recordable incident rate in 2023. 93% of our manufacturing facilities are certified to ISO 14001 Environmental Management Systems to reduce our environmental impact 8 of our manufacturing facilities are certified to ISO 45001 to manage our occupational health risk to reduce injuries 	<p>Health & Safety in the Workplace</p>	403
 <p>5 GENDER EQUALITY</p>	<p>Achieve gender equality and empower all women and girls.</p> <ul style="list-style-type: none"> 33% women on our Board of Directors 51% women in our global workforce 22.5% leadership positions held by women Policies, procedures, and training regarding non-discrimination Conduct independent reviews of our pay practices on an ongoing basis to ensure our practices are both equitable and competitive. 	<p>Diversity & Equal Opportunity</p> <p>Training & Education / Career Development</p>	405
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Ensure availability and sustainable management of water and sanitation for all.</p> <ul style="list-style-type: none"> Developed a Water Reduction and Conservation Program to be implemented across Littelfuse manufacturing sites in 2024. Water reduction targets set for sites in water stressed areas 37% increase in water recycled, with water conservation programs at our manufacturing sites Monitoring water withdrawal from areas with water stress to prioritize our water conservation efforts at these locations 	<p>Water & Wastewater Management</p>	303
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Ensure access to affordable, reliable, sustainable, and modern energy for all.</p> <ul style="list-style-type: none"> Maintained use of 18% renewable energy globally in 2023 Slight decrease (<1%) in absolute energy consumption Launched Energy Consumption Reduction and Efficiency Program Established annual energy reduction targets set for each site to support our long-term GHG reduction goal. 	<p>Energy Management</p>	302



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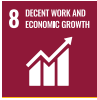




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SDG	LFUS PROGRESS	LFUS MATERIAL TOPIC	GRI STANDARD
	<p>Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.</p> <ul style="list-style-type: none"> · 28% of our employees are represented under collective bargaining agreements · Increased the number of suppliers assessed with an ESG score, representing 29% of our direct material suppliers to evaluate suppliers' practices around ethics, health & safety, labor, and environmental performance to inform our decision on strategic partners · Global Human Rights Policy and Corporate Social Responsibility Policies establish our zero-tolerance policy for forced labor and promote labor best practices within our operations and within our supply chain. · Adherence to requirements under the California Transparency in Supply Chain Act 	<p>Business Ethics</p> <p>Sustainable Supply Chain</p>	<p>2-23</p> <p>2-30</p>
	<p>Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.</p> <ul style="list-style-type: none"> · Our product offering empowers a sustainable, connected, and safer world. · Products support renewable energy, electric vehicles, battery storage, and energy-efficient applications and end-markets · Created shareholder value with approximately \$2.4B annual revenue in 2023 	<p>Innovation</p> <p>Economic Performance</p>	<p>201</p>
	<p>Reduce inequality within and among countries</p> <ul style="list-style-type: none"> · 44% ethnic diversity (non-White) employee representation in the US workforce · 22% racial and ethnic diversity on the Board of Directors · Diversity, Inclusion and Belonging Council with focused mission to improve diversity, inclusion and belonging in each region where we operate. · Four employee resource groups with growing global chapters expanding to support broader demographics and identities, including Women's Initiative Network, Littelfuse Employees of African Descent, PROUD Alliance, and We Are Littelfuse. · Global engagement with community involvement initiatives 	<p>Diversity & Equal Opportunity</p> <p>Training & Education / Career Development</p> <p>Community Involvement</p>	<p>405</p> <p>403</p> <p>413</p>
	<p>Ensure sustainable consumption and production patterns</p> <ul style="list-style-type: none"> · Product environment compliance steering committee drives product stewardship as a competitive advantage · 91% of total waste was recycled · Lean teams within the manufacturing sites regularly hold innovation events to encourage waste reduction · 1,636 Enterprise Lean Six Sigma projects completed during 2023 · 90% of our in-scope suppliers responded to our conflict minerals due diligence screening 	<p>Waste & Hazardous Material Management</p>	<p>306</p>
	<p>Take urgent action to combat climate change and its impacts</p> <ul style="list-style-type: none"> · Established GHG emission reduction goal of 38% by 2035, in line with United Nation's prior Sustainable Development Goal to keep global temperatures below 2 degrees above pre-industrial levels · Achieved 24% reduction towards our GHG target. · Reporting and monitoring of 8 categories within our Scope 3 emissions to further understand our broader organizational impact · Reduced absolute Scope 1 and 2 GHG emissions, market-based, by 8% as manufacturing sites engaged in initiatives to reduce emissions and increase use of renewable energy · 2 manufacturing facilities are certified to ISO 50001 Energy Management System · Energy reduction targets set for all manufacturing sites to support GHG emission goal, as electricity represents 74% of our Scope 2 emissions. 	<p>GHG Emissions / Climate Change</p>	<p>305</p>



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GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
GRI 1: Foundation 2021			
Statement of Use: Littelfuse, Inc. has reported in accordance with the GRI Standards for the period January 1, 2023 through December 31, 2023.			
GRI Used: GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
	2-1 Organization details	Company Profile	
	2-2 Entities included in the organization's sustainability reporting	Form 10-K, Exhibit 21.1	
	2-3 Reporting period, frequency and contact point	Report Foundation	
	2-4 Restatements of information	Report Foundation	
	2-5 External assurance	Report Foundation	
	2-6 Activities, value chain and other business relationships	Company Profile Product Development & Innovation Stakeholder Recognition Sustainable Supply Chain	
	2-7 Employees	Social Data	
	2-8 Workers who are not employees	Social Data	
	2-9 Governance structure and composition	Governance	
	2-10 Nomination and selection of the highest governance body	Proxy Statement	
	2-11 Chair of the highest governance body	Proxy Statement	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance	
	2-13 Delegation of responsibility for managing impacts	Governance	
	2-14 Role of the highest governance body in sustainability reporting	Governance	
	2-15 Conflicts of interest	In accordance with Section 10 of the Corporate Governance Guidelines, directors must disclose any potential conflict of interest, and otherwise are subject to the Company's Related Person Transaction Policy and disclosure requirements therein. All employees are subject to the Company's Conflict of Interest Policy .	



GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
	2-16 Communication of critical concerns	Proxy Statement Our Chief Executive Officer, Chief Financial Officer, Chief Legal Officer, and Chief Human Resources Officer meet on a quarterly basis to review the reports received through our Ethics Helpline (whistleblower hotline), and provide that report to the Audit Committee of our Board of Directors on a quarterly basis.	
	2-17 Collective knowledge of the highest governance body	Proxy Statement	
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement	
	2-19 Remuneration policies	Proxy Statement	
	2-20 Process to determine remuneration	Proxy Statement	
	2-21 Annual total compensation ratio	Proxy Statement	
	2-22 Statement on sustainable development strategy	Message from the CEO	
	2-23 Policy commitments	<p>Sustainability</p> <ul style="list-style-type: none"> - Annual Sustainability Report - 2023 CDP Climate Change Disclosure Report <p>Social Policies</p> <ul style="list-style-type: none"> - Anti-Human Trafficking and Modern Slavery Policy - Company Culture - Responsible Minerals Sourcing Statement - Global Human Rights - Harassment-Free Workplace Policy - Social Responsibility Policy <p>Environmental Policies</p> <ul style="list-style-type: none"> - Enterprise Lean Six Sigma - Environmental Compliance - Environmental, Health & Safety Policy - Product Environmental Information - California Proposition 65 - California Transparency in Supply Chains <p>Governance Policies</p> <ul style="list-style-type: none"> - Anti-Bribery Policy - Board of Director Governance Documents and Committee Charters - Business Conduct & Investigation Policy - Conflict of Interest Policy - Employee Code of Conduct - Ethics Helpline - ESG Policy - Related Persons Transactions Policy - Third-Party Supplier Code of Conduct 	
	2-24 Embedding policy commitments	The executive leadership team is responsible for the communication of their respective policies and procedures throughout the company and embedding same within our strategies and operations.	



GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
	2-25 Process to remediate negative impacts	Engaging Stakeholders Ethics & Compliance Program	
	2-26 Mechanisms for seeking advance and raising concerns	Ethics Helpline	
	2-27 Compliance with laws and regulations	Form 10-K	
	2-28 Membership associations	We leverage trade associations such as the Responsible Business Alliance (RBA), NAEM (National Association of EHS&S Management), AIAG (Automotive Industry Action Group), ECPE (European Center for Power Electronics), Association for Manufacturing Excellence (AME), and Manufacturers Alliance (MAPI) to inform our overall climate change strategy. These organizations provide guidance and in some cases offer valuable benchmarking information that we consider when developing our strategy.	
	2-29 Approach to stakeholder engagement	Engaging Stakeholders	
	2-30 Collective bargaining agreements	Social Data	
GRI 3: Material Topics 2021			
	3-1 Process to determine material topics	Materiality Assessment Engaging Stakeholders	
	3-2 List of material topics	Materiality Assessment	
	3-3 Management of material topics	The management of each material topic is described throughout this Report under the relevant section, listed below: Ethics & Compliance Program Training & Development Health & Safety Economic Performance Product Development & Innovation Water Use Diversity, Inclusion & Belonging Energy Efficiency GHG Emissions and Energy Efficiency Sustainable Supply Chain Community Involvement Waste & Hazardous Material Management	
GRI 201: Economic Performance 2016			
	201-1 Direct economic value generated and distributed	Company Profile Form 10-K	201-1 (a) and (b) information partially unavailable
GRI 204: Procurement Practices 2016			
	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain Social Data	
GRI 205: Anti-corruption 2016			
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption & Bribery	



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GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Energy Efficiency Environmental Data	
302-3	Energy intensity	Energy Efficiency Environmental Data	
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Water Use	
303-2	Management of water discharge-related impacts	Water Use	
303-3	Water withdrawal	Water Use Environmental Data	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	GHG Emissions and Energy Efficiency Environmental Data Littelfuse 2023 CDP Response	
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions and Energy Efficiency Environmental Data Littelfuse 2023 CDP Response	
305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions and Energy Efficiency Environmental Data Littelfuse 2023 CDP Response	
305-4	GHG emissions intensity	GHG Emissions and Energy Efficiency Environmental Data	
305-5	Reduction of GHG emissions	GHG Emissions and Energy Efficiency	
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Waste & Hazardous Material Management	
306-2	Management of significant waste-related impacts	Waste & Hazardous Material Management	
306-3	Waste generated	Waste & Hazardous Material Management Environmental Data	
306-4	Waste diverted from disposal	Waste & Hazardous Material Management Environmental Data	
306-5	Waste directed to disposal	Waste & Hazardous Material Management Environmental Data	



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GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
GRI 308: Supplier Environmental Assessment 2016			
	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain	
GRI 403: Occupational Health and Safety 2018			
	403-1 Occupational health and safety management system	Health & Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Hazard Identification, Risk Assessment, and Incident Investigation	
	403-3 Occupational health services	Cybersecurity & Data Privacy	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health & Safety	
	403-5 Worker training on occupational health and safety	Health & Safety	
	403-6 Promotion of worker health	Employee Wellbeing	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety	
	403-9 Work-related injuries	Health & Safety Social Data	
GRI 404: Training and Education 2016			
	404-1 Average hours of training per year per employee	Training & Development	Partial omission of 404-1(a)(i) as training data by gender is not available.
	404-3 Percent of employees receiving regular performance review	During 2023, 97% of managers provided annual reviews to our professional employees and held performance discussions.	Partial omission of 404-3(a) as performance review completion by gender is not available. Additionally, the annual performance review process for operations and support employees is managed offline by local managers and monitored by each respective local human resources team. We currently track annual performance review completion by this employee group only at the local level.



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GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
GRI 405: Diversity and Equal Opportunity 2016			
	405-1 Diversity of governance bodies and employees	Diversity, Inclusion & Belonging Governance Structure Proxy Statement	Omission of 405-1(b)(ii), and partial omission of 405-1(b)(iii) as our report only contains employee ethnicity data within the U.S., as it is illegal in certain other countries to track ethnicity.
GRI 413: Local Communities 2016			
	413-1 Operations with local community engagement, impact assessments, and development programs	Community Involvement	
GRI 414: Supplier Social Assessment 2016			
	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain	
GRI 418: Customer Privacy 2016			
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Littelfuse has not identified any substantiated complaints concerning breaches of customer privacy.	



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SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2023	2022	2021
Energy Management						
RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ) Percentage	(1) 1,049,306 (2) 82% (3) 18%	(1) 1,053,403 (2) 82% (3) 18%	(1) 1,000,019 (2) 92% (3) 8%
Hazardous Waste Management						
RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t) Percentage	(1) 4,543 metric tons (2) 73% recycled	(1) 7,422 metric tons (2) 55% recycled	Hazardous waste generated was 5,940 metric tons. The percentage recycled is not available as we continue to improve our methods of tracking waste disposal data.
RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Number, Kilograms (kg)	No reportable spills in 2023.	No reportable spills in 2022.	No reportable spills in 2021.
Product Safety						
RT-EE-250a.	Number of recalls issued, total units recalled	Quantitative	Number	No products were recalled in 2023.	No products were recalled in 2022.	No products were recalled in 2022.
RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting currency	\$0.00	\$0.00	\$0.00
Product Lifecycle Management						
RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage by revenue	A portion of our products contain IEC declarable substances; however, we are in the process of improving our measurement of these metrics.		
RT-EE-410a.2	Percentage of eligible products, by revenue that meet the ENERGY STAR® criteria	Quantitative	Percentage by revenue	The ENERGY STAR® criteria is not applicable to our products.		
RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	Reporting currency	Information is not available. We are in process of improving our measurement of these metrics.		



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SASB CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2023	2022	2021
Material Sourcing						
RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Discussion & Analysis	n/a	Refer to conflict minerals report, filed on SEC Form SD		
Business Ethics						
RT-EE-510a.1	Description of policies and practices for prevention of (1) corruption and bribery and (2) anti-competitive behavior	Discussion & Analysis	n/a	Refer to description in our Sustainability Report		
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	\$0.00	\$0.00	\$0.00
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	\$0.00	\$0.00	\$0.00
Activity Measures						
RTE-EE-000.A	Number of units produced by product category	Quantitative	Number	Refer to 10-K	Refer to 10-K	Refer to 10-K
RTE-EE-000.B	Number of employees	Quantitative	Number	Refer to 10-K	Refer to 10-K	Refer to 10-K



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT

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LITTELFUSE
SUSTAINABILITY
REPORT 2023

Littelfuse is committed to the long-term value of a robust sustainability strategy and continuous improvement to enhance our transparency and communicate our progress within our sustainability program.

Additional information regarding our sustainability program is available in our Annual Sustainability Report, CDP Report, and Ecovadis Report.

Governance

a) Describe the Board's oversight of climate-related risk and opportunities

The Littelfuse Board of Directors has delegated responsibility for oversight of the Company's sustainability program to the Nominating and Governance Committee ("NGC"). The Board of Directors delegated their oversight responsibility to the NGC to ensure the sustainability program received appropriate input and direction from members of the Board with expertise in climate-related issues and governance issues. The NGC regularly reviews the Company's sustainability program, various climate-related issues including the Company's participation in the CDP disclosure program and approves the publication of the annual sustainability report.

The Audit Committee of the Board of Directors annually reviews physical climate-related risks within the Company's business continuity plan and enterprise risk management program.

b) Describe Management's role in managing climate-related risks and opportunities

Our strong sustainability program foundation includes our formal ESG Policy, manufacturing site sustainability teams, and a central ESG software application to help manage and audit our ESG data.

- Further highlights of our management's role in the sustainability program include:
- Quarterly updates to the Nominating and Governance Committee and/or Board of Directors;
- Quarterly updates with the senior leadership team, including the Chief Legal Officer (CLO) who has overall responsibility for our sustainability and EHS functions; and
- Monthly meetings of the global sustainability steering committee to drive sustainability initiatives, including establishing goals and key performance indicators for each of our material topics to monitor and measure progress.



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Strategy

a) Describe the climate-related risks and opportunities the Company has identified over the short, medium and long term

Our Sustainability Steering Committee is responsible for identifying both physical and transition climate risks and opportunities. The cross-functional Sustainability Steering Committee, overseen by the Chief Legal Officer, works in conjunction with various functions across the company to systematically identify and evaluate these risks and opportunities. With a focus on ensuring alignment with the company's overall ERM, the Committee meets every six months to assess significant changes in the company's portfolio, global footprint, or business landscape. CDP benchmarking data is also utilized to inform the Committee and assess what risk and opportunities our industry peers are identifying. Utilizing the key risk types identified by the Task Force on Climate-Related Financial Disclosure, our Committee reviews each risk type, the primary potential impact on Littelfuse, time horizon, likelihood and impact. Any significant risks and opportunities identified by the Committee are reviewed by the executive team, and appropriate mitigation or action plans are approved and implemented.

The time horizons we utilize include: Short-term (0-2 years), Medium-term (2-4 years), and Long-term (5+ years). These timeframes align with the Company's strategic plan and is consistent with the Enterprise Risk Management process. The following table describes climate-related issues included in our risk assessment.

Risk Type	Impact on Littelfuse
Current regulation	The Company is subject to numerous foreign, federal, state, and local regulations relating to air and water quality, the disposal of hazardous waste materials, safety and health. Compliance with applicable environmental regulations is managed by our global EHS function. In addition, with the increasing product regulations that impact our business, such as REACH, RoHS, Dodd-Frank Act, etc, we have a dedicated Product Environmental Compliance Committee formed to help assess impact and monitor compliance. As we closely monitor our compliance with these regulations and through these mitigation actions, we do not currently view these regulations as having a material risk on our business.
Emerging regulation	We manufacture and sell products globally and fully expect greenhouse gas regulations to evolve. We are constantly monitoring potential changes in regulations and evaluate this risk at least annually to identify any material regulations and potential impact on Littelfuse. Currently, we do not view any emerging regulation as presenting a material risk on our business.
Technology	As the world transitions to a low-carbon economy, and increases the use of renewable energy sources, our primary risk driver is related to transition of lower emission technology and equipment within our manufacturing sites. Our corporate strategy is based on the structural themes of sustainability, connectivity, and safety, driving innovative development of components that enable lower-emission products is a key growth opportunity for Littelfuse across the industrial, transportation and electronics end markets we serve. Given our diversified technologies and capabilities we play a significant role in the advancement of these themes.
Legal	The risk of climate-related regulations and litigation are inherent to our business as a global diversified industrial technology manufacturing company. Compliance with laws and management of litigation, including climate-related, is managed by our global Legal function and accordingly we do not currently view climate-related litigation as a material risk to our business.
Market	The primary drivers of market-based risks for Littelfuse includes changes in customer's applications and in-creasing cost of raw materials. As customers increasingly require products that support a low-carbon economy, our ability to adapt and continue to innovate with our customers will be critical to our operations. We further anticipate that as the requirement for materials supporting energy efficient products and manufacturing increase, the availability and cost of our raw mate-rials may impact our profitability.
Reputation	Customers and investors are increasingly making decisions based our climate-related considerations, how-ever, through our stakeholder engagement described in our Sustainability Report we are monitoring such feedback and at this time do not view climate-related reputational risk material to our business.
Acute physical	The assessment and mitigation plans for climate-related acute physical risks such as hurricanes, flooding, or cyclones, are unique to each of our facilities and managed through our facility-level business continuity management (BCM) processes. The BCM team utilizes climate-related risk data from Moody's four twenty-seven (427) platform to help inform decisions around development of necessary mitigation plans. As noted in section 2.3a, we consider the risk of a potential physical climate change event as possibly material.
Chronic physical	Similar to the mitigation of acute physical risks, we have integrated the assessment of chronic physical risks into our facility-level BCM process. Additionally, the use of the 427 climate-risk data helps drive our decisions on priority mitigation initiatives. For example, we have identified several manufacturing locations in areas of water stress and have therefore emphasized water conservation programs as a priority in those lo-cations. Accordingly, certain potential chronic physical risks are considered to be possibly material to our business.



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b) Describe the impact of climate-related risks and opportunities on business strategy, and financial planning	Over the last decade, consistent with our growth strategy, we have positioned our company within the mega structural growth theme of sustainability, including, but not limited to, applications like alternative energy (i.e., renewables, solar and wind, and energy storage) electrification, and power management. These types of applications represent climate-related opportunities to increase our product content, and ultimately revenue, with customers as we help to empower their applications. Our business leaders along with our financial planning team identify high-growth and high-return opportunities for capital allocation purposes and to identify capital expenditures/investments required to support our long-term growth targets. For example, we invest in new products to broaden our portfolio, and to expand our capabilities, which may include asset/footprint additions and strategic acquisitions (i.e., Embed acquisition – firmware and software services). Regarding climate-related risks, we also consider and incur direct and indirect costs related to addressing environmental matters, for example where and how we manufacture our products, including performing site resource audits and engaging with suppliers, and the impact on the environment, and what raw materials are consumed during product development and production to understand the impact on the environment and climate, and consider alternatives.
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c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario	<p>As our corporate strategy is based on the structural themes of sustainability, connectivity, and safety, driving innovative development of components that enable lower-emission products is a key growth opportunity for Littelfuse across the industrial, transportation and electronics end markets we serve. Given our diversified technologies and capabilities we play a significant role in the advancement of these themes.</p> <p>Transition to a low-carbon market is a significant growth opportunity for Littelfuse. We deliver a broad product portfolio of components and solutions to our customers that help enable our customers' low-carbon applications, including but not limited to, renewables (solar, wind), energy storage, industrial motor drives, power management, HVAC, electric vehicles, and electric vehicle charging infrastructure. Part of our strategy is to also acquire companies that produce products to help enable low-emission applications. For example, we recently acquired Western Automation which produces components for renewables and off-board electric vehicle charging infrastructure.</p> <p>Our strategy includes reducing our absolute scope 1 and 2 emissions by 38% which is in line with a 2.0 degree scenario.</p>
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Managing Climate Change Risk

a) Describe the organization's process for identifying and assessing climate-related risks	In 2023 we leveraged the Sustainability Steering Committee to review the company's process to identify both physical and transition climate risks and opportunities. The Committee, overseen by the Chief Legal Officer, works in conjunction with various functions across the company to systematically identify and evaluate these risks and opportunities. With a focus on ensuring alignment with the company's overall ERM, the Committee meets every six months to assess significant changes in the company's portfolio, global footprint, or business landscape.
b) Describe the organization's process for managing climate-related risks	Utilizing the key risk types identified by the Task Force on Climate-Related Financial Disclosure, our Committee reviews each risk type, the primary potential impact on Littelfuse, time horizon, likelihood and impact. Any significant risks and opportunities identified by the Committee are reviewed by the senior leadership team, and necessary mitigation or action plans are approved and implemented.
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	<p>The Company manages risk through an Enterprise Risk Management (ERM) process, which is in place to identify, monitor and mitigate risks that could materially impact the organization's ability to meet strategic and financial performance objectives. Executive team owners are identified for each significant risk. These owners manage mitigation activities and continually monitor the risk through key indicators. The Company's significant risks are reevaluated every six months, with additional assessments based on significant changes to the company's portfolio, global footprint, or business landscape.</p> <p>In addition to managing global enterprise risk through its ERM, we are dedicated to maintaining business continuity and mitigating the impact of various risks at our manufacturing sites, including acute physical climate events like hurricanes, cyclones, heatwaves, cold waves, droughts, and floods. Our manufacturing sites have comprehensive business continuity plans in place to address these potential challenges that include mitigation strategies such as power backups and uninterrupted power supplies. These plans are reviewed and evaluated annually to assess the overall risk to the company's operations.</p>



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Metrics and Targets

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<p>In 2023, Littelfuse tracked the following metrics relevant to climate-related risks and opportunities:</p> <ul style="list-style-type: none"> · Scope 1 GHG emissions · Scope 2 GHG emissions (location-based and market-based) · Partial Scope 3 GHG emissions (Categories 1, 2, 3, 4, 5, 6, 7, 9) · GHG Intensity (per million revenue) · Energy consumption (including renewable and non-renewable) · Energy intensity (per million revenue) · Water withdrawal · Water recycled · Water intensity (per million revenue) · Total waste generated (including hazardous and non-hazardous) · Waste recycled, sent to landfill, or incinerated
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks	<p>Refer to the Environmental Appendix of our 2023 Sustainability Report.</p>
c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets	<p>Littelfuse has established a goal to reduce our scope 1 and scope 2 GHG emissions by 38%, based on the revenue intensity metric. The baseline year is 2019, and our goal is to achieve the reduction by 2035, which is in line with a 2.0-degree scenario. In 2023, we have achieved a 24% reduction in our GHG intensity since our 2019 baseline year.</p>



ESG METRICS

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ENVIRONMENTAL DATA	UNIT	2023	2022	2021	2020	2019
Revenue	in millions	\$2,362.70	\$2,513.90	\$2,079.90	\$1,445.70	\$1,503.90
Manufacturing Facilities in Scope ¹	number	28	24	23	19	19
Energy Consumption²						
Non-renewable sources	MWh	239,483	241,176	252,471	211,155	209,187
Renewable sources	MWh	51,992	51,436	21,615	33,574	35,310
Total energy consumption	MWh	291,475	292,612	274,086	244,729	244,497
Energy Intensity	MWh/\$M Revenue	123	116	132	169	163
Water Usage						
Total water withdrawal ³	megaliters	1,694	1,911	1,500	1,322	1,340
Water recycled	megaliters	152	111	114	*	*
Total water withdrawal from areas with water stress ⁴	megaliters	1,525	921	1,387	1,203	1,216
Water Intensity	megaliters/\$M Revenue	0.72	0.76	0.72	0.91	0.89
Greenhouse Gas Emissions⁵						
Scope 1	metric tons CO ₂ e	34,200	40,108	38,894	40,021	45,593
Scope 2 - Location-based	metric tons CO ₂ e	129,400	158,010	173,703	154,924	137,363
Scope 2 - Market-based	metric tons CO ₂ e	104,566	111,288	165,040	109,870	104,646
GHG Total (Scope 1 & 2) - Location-based	metric tons CO ₂ e	163,600	198,118	212,597	194,945	182,956
GHG Total (Scope 1 & 2) - Market-based	metric tons CO ₂ e	138,766	151,396	203,934	149,891	150,239
GHG Emission Intensity Total - Location based	metric tons CO ₂ e/\$M Revenue	69	73	87	103	94
GHG Emission Intensity Total - Market based	metric tons CO ₂ e/\$M Revenue	59	56	83	79	77

1. Includes all manufacturing sites and excludes sales offices, NPD centers, labs, distribution centers and warehouses (collectively, "non-manufacturing" facilities). In 2023, the emissions from our non-manufacturing facilities represented 1.9% of our global emissions, and therefore, these facilities have been excluded from our Reporting Boundary. We evaluate the non-manufacturing facilities' emissions on an annual basis.

The total manufacturing facilities in 2022 was updated from 27 to 24, as we aligned our definition of manufacturing locations. The emissions from the three excluded facilities represented less than 1% of our total 2022 emissions.

2. Energy consumption includes fuel, electricity, heat and generated heat. Energy consumption is limited within the organization.

3. Water source data includes: 2023: 119 ML ground water, renewable and 1,575 ML municipal water (public or private utilities) 2022: 108 ML ground water, renewable and 1,802 ML municipal water (public or private utilities), 2021: 96 ML ground water, renewable and 1,425 ML municipal water (public or private utilities), 2020: 83 ML ground water, renewable and 1,239 ML municipal water (public or private utilities), 2019: 84 ML ground water, renewable and 1,256 ML municipal water (public or private utilities).

4. Water withdrawal in areas of water stress definition aligns with the World Resource Institute Aqueduct Projected Water Stress Country Rankings, as Medium, High or Extremely High in All Sectors, based on 2030 pessimistic scenario.

5. In 2023, we reset our GHG emission baseline as the Scope 1 and Scope 2 emissions from our newly acquired sites since 2019 have exceeded our significance threshold. The annual Scope 1 and Scope 2 emissions totals and intensity totals have been modified to include estimated emissions and estimated revenue for newly acquired manufacturing facilities since 2019 for historical periods prior to the Littelfuse acquisition.

Accordingly, our Scope 1 emissions increased by 62% in 2019, 48% in 2020, 8% in 2021, and 23% in 2022. Our Scope 2 (market-based) emissions increased by 17% in 2019, 22% in 2020, 47% in 2021, and 4% in 2022. Our Scope 2 (location-based) emissions increased by 11% in 2019, 11% in 2020, 10% in 2021, and 3% in 2022.



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ENVIRONMENTAL DATA	UNIT	2023	2022	2021	2020	2019
Greenhouse Gas Emissions (continued)						
Scope 3 Total ¹		547,418	560,300	456,480	*	*
Category 1: purchased goods and services	metric tons CO ₂ e	338,031	272,331	208,915	*	*
Category 2: capital goods	metric tons CO ₂ e	30,315	39,650	32,602	*	*
Category 3: fuel and energy related activities	metric tons CO ₂ e	43,887	44,909	42,583	*	*
Category 4: Upstream transportation and distribution	metric tons CO ₂ e	83,134	147,054	123,877	*	*
Category 5: waste generated in operations	metric tons CO ₂ e	1,612	1,613	1,373	*	*
Category 6: business travel ²	metric tons CO ₂ e	11,165	10,292	2,644	*	*
Category 7: employee commuting ³	metric tons CO ₂ e	17,485	20,541	19,892	*	*
Category 9: downstream transportation and distribution	metric tons CO ₂ e	21,790	23,910	24,594	*	*
Waste Generated						
Total Waste Generated ⁴	metric tons	15,992	19,679	13,853	9,670	9,253
Recycled ⁵	metric tons	12,968	13,764	*	*	*
Sent to Landfill	metric tons	1,307	4,334	*	*	*
Incinerated	metric tons	1,717	1,581	*	*	*
Total Hazardous Waste	metric tons	4,543	7,422	5,940	*	*
Hazardous Waste Recycled ⁵	metric tons	3,306	*	*	*	*
Hazardous Waste to Landfill	metric tons	377	*	*	*	*
Hazardous Waste Incinerated	metric tons	860	*	*	*	*
Total Non-Hazardous Waste	metric tons	11,450	*	*	*	*
Non-Hazardous Waste Recycled ⁵	metric tons	9,663	*	*	*	*
Non-Hazardous Waste to Landfill	metric tons	930	*	*	*	*
Non-Hazardous Waste Incinerated	metric tons	857	*	*	*	*

1. Our estimated Scope 3 emissions are calculated based on the spend methodology defined by the WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. 2. Recycled waste includes composted, recovered, or reused waste.

2. Excludes business travel data for entities acquired in 2022 and 2023, including C&K Switches, Embed, and Western Automation. In addition, one site in the US is excluded with less than 20 employees as business systems integration is ongoing.

3. Category 7 emissions calculations include teleworking.

4. Waste generated was not adjusted for any recycled waste.

5. Recycled waste includes composted, recovered, or reused waste.



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SOCIAL DATA	UNIT	2023	2022	2021	2020	2019
Governance Body (Board of Directors)						
Board of Directors	number	9	8	9	10	9
Female Directors	number	3	2	2	2	1
Directors over 50 years old	number	9	8	9	10	9
Directors who are underrepresented ethnic minorities	number	2	3	3	3	2
Employees in scope						
Littelfuse employees ¹	number	16,831	18,134	16,579	12,273	11,319
Full-time employees	number	16,686	18,070	16,396	12,189	11,232
Part-time employees	number	145	64	183	84	87
Contingent Workers ²	number	148	284	426	103	92
Employees represented under collective bargaining agreements	% total workforce	28%	31%	31%	25%	20%
Diversity in scope³						
Geographic Locations						
Percent employees located in the Americas	% total workforce	49%	49%	52%	46%	43%
Percent employees located in Asia-Pacific	% total workforce	39%	39%	37%	40%	41%
Percent employees located in Europe	% total workforce	12%	12%	11%	14%	16%
Gender Data						
Female employees	number	8,636	9,468	8,830	6,564	6,097
Male employees	number	8,169	8,647	7,747	5,601	5,130
Percent female employees	% total workforce	51%	52%	53%	54%	54%
Female employees in leadership ⁴	number	270	228	187	163	150
Male employees in leadership ⁴	number	931	839	732	657	618
Percent female employees in leadership ⁴	% total leaders	22.5%	21%	20%	20%	20%
U.S. Ethnicity Data						
White	% U.S. workforce	56%	52%	58%	*	*
Hispanic or Latino	% U.S. workforce	18%	19%	20%	*	*
Asian	% U.S. workforce	18%	15%	16%	*	*
Black or African American	% U.S. workforce	3.4%	3.5%	3.0%	*	*
Native Hawaiian or Other Pacific Islander	% U.S. workforce	<1%	<1%	<1%	*	*
American Indian or Alaska Native (not Hispanic or Latino)	% U.S. workforce	0%	<1%	<1%	*	*
Two or More Races	% U.S. workforce	1%	1%	<1%	*	*
Not Specified	% U.S. workforce	<1%	9%	2%	*	*

1. Total employee count excludes contract employees.

2. Contract employees excludes service vendor workers.

3. Excludes contract employees and employees who did not select a gender type or ethnicity.

4. Leadership defined as an employee at grade level 12 and above.



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SOCIAL DATA	UNIT	2023	2022	2021	2020	2019
Training						
Total training hours	number	196,109	139,998	131,332	132,045	*
Production employee training hours	number	73,340	47,544	59,532	75,196	*
Professional and support employee training hours	number	122,769	92,694	71,800	56,849	*
Total average training hour per employee	training hours/employees	12	9	10	11	*
Training hours per production employee	training hours/direct employee	9	6	8	12	*
Training hours per professional and support employee	training hour/indirect employee	14	12	11	10	*
Injuries and Safety Incidents Per 100 Employees¹						
Number of hours worked	number	38,021,491	38,630,529	30,146,548	23,706,431	24,947,878
Fatalities	number	0	0	0	0	0
Recordable injuries	number	44	36	35	17	27
Lost time injuries ²	number	40	34	32	16	21
Medical treatment	number	4	2	3	1	6
Days lost ²	number	1,328	1,402	1,282	362	451
Total Recordable Incident Rate (TRIR)	case number / hours worked	0.231	0.186	0.232	0.143	0.216
Lost time Injury Rate (LTIR)	case number / hours worked	0.21	0.176	0.212	0.135	0.168
Suppliers³						
Total number of suppliers	number	8,878	9,171	7,908	7,777	*
Direct material suppliers	number	2,764	2,779	1,857	1,864	*
Significant locations of operation ⁴	number of locations	28	24	23	19	19
Local direct suppliers in Asia-Pacific ⁵	percent of spend on local suppliers	80%	85%	86%	85%	86%
Local direct suppliers in EMEA ⁶	percent of spend on local suppliers	86%	83%	80%	79%	79%
Local direct suppliers in North America ⁷	percent of spend on local suppliers	73%	67%	67%	65%	71%

1. Excludes employees from the Western Automation and Embed acquisition. Includes workers who are not employees but whose work and/or workplace is controlled by Littelfuse. Rates are calculated based on 200,000 hours worked.

2. Includes job transfer/restricted duty.

3. Supplier data includes all operations and is not limited to significant locations of operations. Data excludes suppliers to Embed, a newly acquired company from July 2022.

4. The significant locations of operation definition aligns with our environmental reporting to include all manufacturing sites but excludes assembly labs, distribution centers, and warehouses.

5. Asia-Pacific region includes suppliers in China, Philippines, Korea, India, Japan, Singapore and Thailand.

6. EMEA region includes suppliers in Germany, United Kingdom, Italy, Lithuania, and other countries in Europe.

7. North America region includes suppliers in the US and Mexico.



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Statement US24/00000165

Greenhouse Gas Verification Statement

The inventory of Greenhouse Gas emissions in 01.01.2023 to 31.12.2023 of the company



Littelfuse, Inc.

8755 W. Higgins Rd., Suite 500. Chicago, IL 60631. United States.

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of **WRI/WBCSD GHG Protocol – A Corporate Accounting and Reporting Standard**

For the following activities:
"Industrial Technology Manufacture"

Location-based: 163,600 metric tonnes of CO₂ equivalent (Scope 1 and 2)
34,200 metric tonnes of CO₂ equivalent for Scope 1
129,400 metric tonnes of CO₂ equivalent for Scope 2 (location based)

Market-based: 138,766 metric tonnes of CO₂ equivalent (Scope 1 and 2)
34,200 metric tonnes of CO₂ equivalent for Scope 1
104,566 metric tonnes of CO₂ equivalent Scope 2 (market based)

Lead Auditor: Ursula Antunez
Technical Review: Riham A. Mohsen
Statement date: 5/3/2024

Authorized by
Vigaruddin Mohammed

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LITTELFUSE
SUSTAINABILITY
REPORT 2023

Statement US24/00000165, continued

Littelfuse, Inc.



Brief Description of Verification Process

SGS has been contracted by Littelfuse, Inc. for the verification of direct and indirect carbon dioxide equivalent (CO₂e) emissions as provided by Littelfuse, Inc. in their GHG Statement in the form of a "Sustainability Report" covering CO₂e emissions.

Roles and Responsibilities

The Ethics, Compliance & Sustainability Department of Littelfuse, Inc. is responsible for the organization's GHG information system, the development and maintenance of records and reporting procedures in accordance with that system, including the calculation and determination of GHG emissions information and the reported GHG emissions. It is SGS' responsibility to express an independent GHG verification opinion on the emissions as provided in the Littelfuse, Inc.'s GHG Statement for FY2023 (01.01.2023 to 31.12.2023).

SGS executed a third-party verification according to the requirements of ISO 14064-3:2019 of the given GHG Statement. The evaluation was undertaken during April 2024. It included reviewing documents and records, interviewing corporate staff face-to-face, site visits at two of their factories in Piedras Negras (Mexico) and Wuxi (China). The verification was based on the scope, objective and verification criteria of the agreement between Littelfuse, Inc. and SGS, proposal code VER.0984 of September 2023.

Level of Assurance

The level of assurance agreed is Limited.

Scope

Littelfuse, Inc. has commissioned an independent verification by SGS of reported CO₂e emissions arising from their operations, to establish conformance with the requirements of GHG Protocol within the scope of the verification as outlined below. Data and information supporting the CO₂ equivalent Statement were historical in nature and projected; and proven by evidence. This engagement covers verification of emissions from anthropogenic sources of GHG included within the organization's boundary and meets the requirements of GHG Protocol.

- **Organizational boundary:** Operational Control Approach
- **Description of activities:** Industrial Technology Manufacture
- **Locations included in the Verification:** Global Operations with HQ in USA. It includes 28 manufacturing sites, distributed among USA, Mexico, Asia and Europe. The boundaries do not include the non-manufacturing facilities (research and development labs, leased offices and distribution centers), as collectively these assets / facilities account for less than 10% of the overall emission.
- **Physical infrastructure, activities, technologies and processes of the organization:** Manufacturing sites.
- **GHG sources included:**
 - Scope 1 – Direct GHG emissions**
Stationary and mobile combustion, fugitive emissions, process emissions.
 - Scope 2 – Indirect Emissions associated with electricity**
Emissions from imported energy: Purchased electricity and steam.
- **Exclusions:** Minor combustion sources, CO₂ extinguishers, and other nonmaterial GHG emissions.
- **GHGs included:** CO₂, N₂O, CH₄, HFCs, PFCs, SF₆ and NF₃. Separately quantified CO₂e emissions due to HCFCs.
- **GHG information for the following period was verified:** CY2023 (01.01.2023 to 31.12.2023)
- **Global Warming Potentials (GWPs):** IPCC AR5.
- **Intended user of the verification statement:** Internal and general public.
- **Mitigation Activities:** Solar panels in Philippines and Lithuania, HVAC system efficiency in several manufacturing sites. Renewable Energy Purchased for Electricity Consumption providing renewable energy certificates, electricity supply agreements and other contractual instruments for the renewable energy attributes.
- **GHG Emission reduction targets:** Published at Sustainability Report 2022 a goal of a 38% reduction in scope 1 and scope 2 GHG emission by 2035 considering Base Year of 2019.



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Statement US24/00000165, continued

Littelfuse, Inc.



Objective

The purposes of this verification exercise are, by review of objective evidence, to independently review:

- Whether the CO₂ equivalent emissions are as declared by the organization's GHG Statement
- That the data reported are accurate, complete, consistent, transparent and free of material error or omission.

Criteria

The criteria against which the verification was carried out are the requirements of the WRI/WBCSD GHG Protocol – "Corporate Accounting and Reporting Standard and the GHG Protocol".

Materiality

The materiality required of the verification was considered by SGS to be below 10% for limited level of assurance, based on the needs of the intended user of the GHG Statement.

Conclusion

Littelfuse, Inc. provided the GHG Statement based on the requirements of the GHG Protocol for the period 01.01.2023 to 31.12.2023 were verified by SGS to a limited level of assurance, consistent with the agreed verification scope, objectives and criteria, as follows:

Location-based: 163,600 metric tonnes of CO₂ equivalent (Scope 1 and 2)
34,200 metric tonnes of CO₂ equivalent for Scope 1
129,400 metric tonnes of CO₂ equivalent for Scope 2 (location based)

Market-based: 138,766 metric tonnes of CO₂ equivalent (Scope 1 and 2)
34,200 metric tonnes of CO₂ equivalent for Scope 1
104,566 metric tonnes of CO₂ equivalent Scope 2 (market based)

Separately,

- Non-Kyoto GHG emissions (due to HCFCs) were 1,380 metric tonnes of CO₂ equivalent,
- Direct biomass combustion emissions were 20 tonnes of CO₂.

SGS' approach is risk-based, drawing on an understanding of the risks associated with modeling GHG emission information and the controls in place to mitigate these risks. Our examination included assessment, on a sample basis, of evidence relevant to the emissions reporting.

SGS concludes with a limited level of assurance that the presented CO₂e Statement is materially correct and is a fair representation of the CO₂e data and information and is prepared following the requirements of the criteria. SGS concludes that the data is accurate, complete, consistent, transparent and free from material error or omission.

We have planned and carried out our work to obtain the information, explanations and evidence that we have considered necessary to conclude with a limited level of assurance that the GHG emissions for the period 01.01.2023 to 31.12.2023 are fairly declared.

The audit methods used were interviews and on-site inspections, as well as the review of documentation and records. Data, calculations, and evidence for all locations was reviewed centrally.

The activity data presented is based on calculations and estimates, which are explained in the organization's report.

Considerations and Limitations

- As the GHG inventory calculation is conducted by a platform tool, some local factors were not considered for simplification. However, at an individual site level, the information would be more precise if local specific factors are used.
- An uncertainty assessment was not prepared, which would be beneficial for the interpretation of the results.
- The Base Year 2019 was not verified by 3rd Party, which is relevant for tracking the reductions and performance over time.
- The information provided by the electricity suppliers should be more specific regarding the contractual instruments for the renewable energy attributes. Therefore, the calculation of the market-based would be taken directly from the instruments rather than through estimations.

This statement shall be interpreted with the "GHG Report" of the organization, as a whole.

Note: This Statement is issued, on behalf of Client, by **SGS North America Inc.** - 201 Route 17 North, 7th and 8th Floors, 07070, Rutherford, New Jersey, United States of America. ("SGS") under its General Conditions for GHG Validation and Verification Services. The findings recorded hereon are based upon an audit performed by SGS. A full copy of this statement and the supporting GHG Report may be requested to **Littelfuse, Inc.** This Statement does not relieve Client from compliance with any bylaws, federal, national or regional acts and regulations or with any guidelines issued pursuant to such regulations. Stipulations to the contrary are not binding on SGS and SGS shall have no responsibility vis-à-vis parties other than its **Client**



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Non-financial information in this report is subject to measurement uncertainties and estimates related to the limitations inherent in the nature and methods used for determining such data. The statements in this report that are not historical facts are intended to constitute “forward-looking statements” entitled to the safe-harbor provisions of the Private Securities Litigation Reform Act. These statements may involve risks and uncertainties including those risks which may be detailed in the company’s Securities and Exchange Commission filings.

Should one or more of these risks or uncertainties materialize or should the underlying assumptions prove incorrect, actual results and outcomes may differ materially from those indicated or implied in the forward-looking statements. This report should be read in conjunction with information provided in the financial statements appearing in the company’s Annual Report on Form 10-K for the year ended December 30, 2023. Further discussion of the risk factors of the company can be found under the caption “Risk Factors” in the company’s Annual Report on Form 10-K for the year ended December 30, 2023, and in other filings and submissions with the SEC, each of which are available free of charge on the company’s investor relations website at investor.littelfuse.com and on the SEC’s website at www.sec.gov.

These forward-looking statements are made as of the date hereof. The company does not undertake any obligation to update, amend or clarify these forward-looking statements to reflect events or circumstances after the date hereof or to reflect the availability of new information.

Statements regarding our policies, guidelines, or targets are aspirational in nature. They are not promised to be delivered nor guaranteed for achievement. We cannot guarantee that our directors, officers, employees, and suppliers follow the requirements of our Code of Conduct, policies, and guidelines in all circumstances. Standards of measurement and methods of calculating sustainability data are developing and numbers reported are based on company calculations and estimates.

Unless otherwise indicated, references to “Littelfuse,” “the Company,” “we,” “our,” and “us,” in this report refer to Littelfuse, Inc. and its consolidated subsidiaries. The content of this report generally covers subject matter for the 2023 calendar year unless otherwise noted and is limited to operations owned and/or operated by Littelfuse.

