Littelfuse®

2022
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 honored to share our third annual sustainability report, which showcases our unwavering commitment to our values and driving positive change in the world. While we are early in our journey, we are steadfast in our belief that actions speak louder than words, and consistency and hard work pay off. In this report, you will find a comprehensive overview of our sustainability commitment, approach, and impact. It is a testament to our ongoing commitment to transparency, accountability, and continuous improvement.

Our products not only meet the needs of our customers but also empower them to improve their sustainable impact. The creativity, innovation, and passion of our employees help us overcome challenges and foster socially responsible communities. Our investors expect transparency, meaningful goals, and active engagement in our processes. All our stakeholders have contributed to making us strive for the results we share in this report.

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 are proud of the progress we have made in our sustainability program over the past year; see our Highlights page for a quick overview. Moving forward, we remain focused to sharing our journey and progress through our annual sustainability reports. We are committed to delivering on the expectations of all our stakeholders—customers, employees, investors and the wider community—as they continuously inspire us to deliver better results. It is our firm belief that by working together, we can build a brighter and more sustainable future.

Dave Heinzmann
President and Chief Executive Officer

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OUR SUSTAINABILITY **JOURNEY**

YEAR 1 YEAR 2 YEAR **3**

2022 Highlights

Our Purpose

We empower a sustainable, connected and safer world
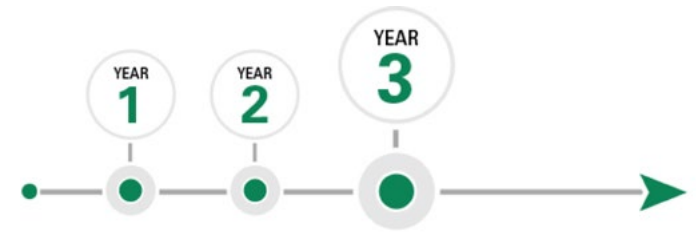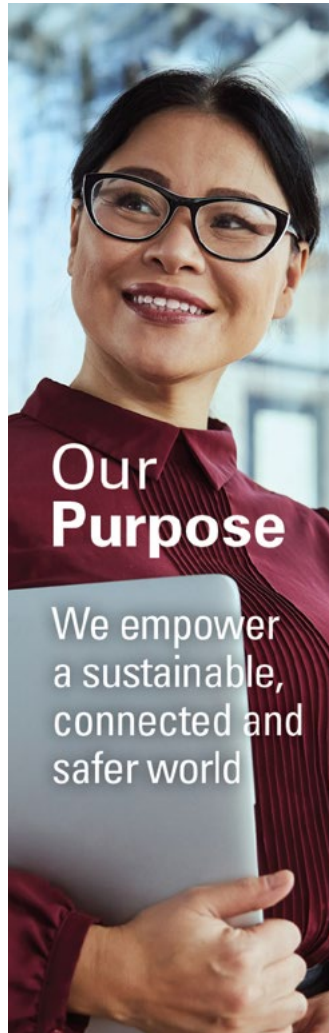
Environment

22%
decrease in Scope 2 GHG emissions intensity

138%
increase in renewable energy

12%
decrease in overall energy intensity

84%
manufacturing sites ISO 14001 certified

70%
of our generated waste is recycled

Cobalt & Mica
included in supply chain due diligence

Social

Respect   Customer Focus   Agility   Collaboration

Refined values to support long-term growth strategy

America's Best Midsize Employer Recognition from Forbes

~20%
Reduced total case incident rate

574
significant suppliers screened from ESG perspective

Initiated U.S. pay equity analysis

Governance

2.5 Hours per Employee
of Ethics & Compliance training

99%
Average completion

Expanded Enterprise Risk Management, formed climate-related risk and opportunities committee and implemented supplier assessments

Formal ESG Policy

Manufacturing site sustainability teams

Central ESG software to manage and internally audit our ESG data

~5,000 Hours
of Cybersecurity and Data Privacy training globally

SUSTAINABLE DEVELOPMENT GOALS

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.

3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 10 REDUCED INEQUALITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION

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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.

In 2022 we achieved record levels of sales, earnings, and cash generation, including double-digit sales growth in each of our business segments. We achieved these outstanding results by continuing to expand our leadership in high-growth end markets with significant new business wins and strategic acquisitions. 2022 was a remarkable year for Littelfuse.

$2.5B
Annual Sales

20+
Country Locations

18K
Global Employees[1]

27
Global Manufacturing Facilities

100K+
End Customers

OUR 2022 ANNUAL SALES BY GEOGRAPHY*

41%	39%	20%
ASIA-PACIFIC	**AMERICAS**	**EUROPE**

GRI 2-1, 2-6, 2-7, 201-1, 3-3

1. Global employees include 52% "production employees" and 48% "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.
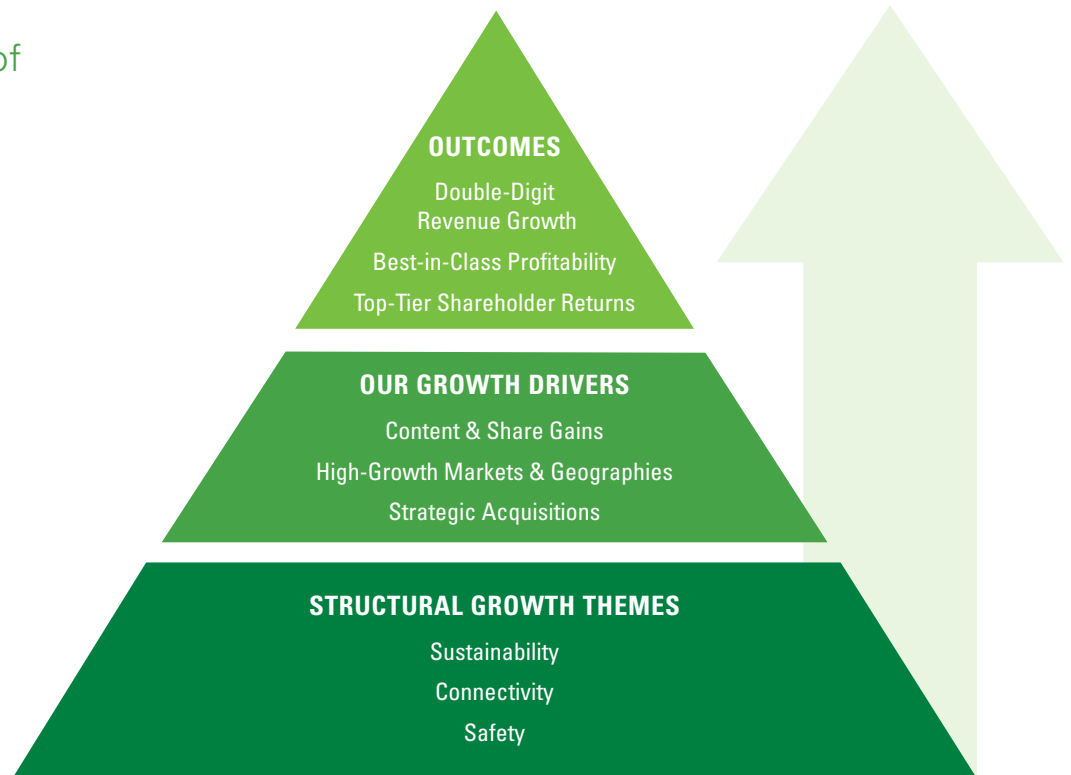
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OUR STRATEGY & PRIMARY END-MARKETS

In early 2021, we launched our five-year growth strategy – a continuation of our prior long-term strategy – built 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 deployed approximately $1 billion in capital for acquisitions adding approximately $500 million in annualized sales to further strengthen our technologies and capabilities and diversify the end markets and geographies we serve.

· In 2022, we acquired C&K Switches – a manufacturer of high-performance, electro-mechanical switches and interconnected solutions – and Embed – a provider of embedded software and firmware. These acquisitions expand our global presence across industrial, transportation, datacom, and aerospace end markets. The integration of these businesses is on track, and we see a broad range of growth opportunities ahead of us.

· We have made substantial progress integrating Hartland Controls and Carling Technologies, acquired in 2021, which are driving significant growth in industrial and commercial vehicle end markets.

About one-third of our revenues are derived from each of the industrial, transportation and electronics end markets. Through this diversification, we have expanded our addressable global market opportunities to more than $20 billion. We have delivered strong performance through the first two years of our strategy based on our ability to capture content and share gains in high-growth end markets and geographies by leveraging our organic investments and strategic acquisitions.

OUTCOMES

Double-Digit Revenue Growth

Best-in-Class Profitability

Top-Tier Shareholder Returns

OUR GROWTH DRIVERS

Content & Share Gains

High-Growth Markets & Geographies

Strategic Acquisitions

STRUCTURAL GROWTH THEMES

Sustainability

Connectivity

Safety

We have expanded our addressable global market opportunities to over $20 billion.

Our Strategy & Primary End-Markets (continued)

The global structural themes of sustainability, connectivity, and safety are complementary 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. We won significant business in renewables, for solar, wind and energy storage systems. In the area of safety, we substantially grew our market position with major restaurant chains and manufacturing companies. Our broad portfolio secured sizeable business across commercial and residential HVAC systems, electrical infrastructure, motor drives, power supplies, factory automation, and manufacturing equipment.

Turning to transportation end markets, in passenger vehicles, we continue to grow with major OEMs based on our global technical support and strength of our product portfolio. This has driven our long-term double-digit content outgrowth above market. We secured electric vehicle design wins for battery management systems, high-voltage power distribution and on-board chargers. In automotive electronics, we captured substantial business in ADAS, infotainment, telematics, and comfort and convenience applications.

In electrified commercial vehicles, we grew our business in trucks, buses, and two- and three-wheelers, within battery management

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
	EV Charging Infrastructure	Heavy Industry
	Rail	
	Marine	
	Aerospace	

systems, on-board chargers and powertrain control modules. In traditional markets with major OEMs, we increased our product content in heavy-duty trucks, material handling, construction and agricultural equipment, and rail traction for trains.

Our engineering capabilities and differentiated range of products secured significant business for off-board charging infrastructure to support passenger and commercial vehicles.

Across electronics end markets, we leveraged our global reach and broad portfolio, to secure multi-technology business wins. With the ongoing push towards sustainability, energy efficiency and battery power, we won business in appliances and hand tools. Greater connectivity requirements drove new business

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

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.

CORE VALUES

Our core values have been instrumental in driving success for our business by providing the foundation for our culture and structure for how we interact with all stakeholders.

As we continue to grow and scale, we recognize that it is critical to evolve our culture to continue to drive business results. In 2022, our leadership team engaged in a project to evaluate and evolve our values. Through analysis of employee feedback, customer and market expectations, and alignment to core business objectives we identified opportunities to build on the values that have driven our success.

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.

We refined our values in 2022, along with detailed examples of corresponding behaviors, which will be the focus of education, engagement, and actions in 2023. We are confident that this enhanced foundation will continue to make our company a great place to work, and enhance the value we bring to our stakeholders.

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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 Global Sustainability Steering Committee.

The committee consists of a cross-functional, diverse team of Littelfuse 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 Littelfuse 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 our key stakeholders through the following specific engagement activities:

Customers

We take great pride in our customer-focused culture. Littelfuse employees go above and beyond to add value in all that we do, thus building strong, long-lasting relationships with our 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.

Employees

Our employees are critical to our success; and therefore, we look to attract, engage, develop, and retain diverse, talented people. Our leadership team communicates regularly with our global teams through frequent town hall meetings and other in-person and virtual meetings across our locations. People leaders are encouraged to have regular one-on-one meetings with their direct reports to ensure our global employees remain engaged in the business and their professional development. Our employees also provide feedback to the leadership team through various survey initiatives or individual conversations. The Ethics Helpline provides an additional venue for employees to raise concerns in a confidential and anonymous manner.

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. During 2022, we conducted our shareholders engagement efforts through a combination of in-person and virtual forums, and effectively executed our planned outreach events. We believe this hybrid outreach approach will continue for the foreseeable future given the favorable benefits of both forums. We request feedback during these engagements and share the responses with our Executive Leadership Team and Board of Directors, which also helps to better inform our stakeholder messaging.

Communities

We recognize our responsibility to positively impact the communities where 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 positive environmental impact.

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**

GRI 3-1, 3-2, 3-3, 2-29

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

These material topics represent our focus areas for our Sustainability Report. Each material topic represents an impact around us, within us, or beyond us that we are actively monitoring through implementation of programs and processes to ensure we have a positive impact on our customers, employees, investors, and communities. Additional information on how we manage each topic, and our impact are described throughout this report.

Importance to Littelfuse

Economic Performance ● ● Business Ethics

Diversity & Equal Opportunity ● ● Health & Safety in the Workplace

● Innovation

Training & Education / Career Development ●

● Sustainable Supply Chain

Energy Management ● ● Waste & Hazardous Material Management

● Climate Change & GHG Emissions

Water & Wastewater Management ● ● Community Involvement

Importance to our Stakeholders

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

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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.

Littelfuse Named One of America's Best Mid-Sized Companies

Littelfuse EMEA Wins TTI Supplier Excellence Award for 2021

Littelfuse Kaunas wins equal pay award

Maretron Wins Best New Product Award

Littelfuse Suzhou Site Recognized as the Best Employer of 2022

| 2022 | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | 2023 |

Littelfuse Kunshan Plant Wins the Best Proposal Award from Kunshan City

Littelfuse India Recognized by Arrow Electronics with the Outstanding Engagement Award 2021

Zoll Honors Littelfuse with Heart-Safe Hero Award

Littelfuse Recognized as a Strategic Supplier by Bloom Energy

Littelfuse India Wins Best Distribution Award for 2021

Littelfuse Receives Industry Outstanding Award for Circuit Protection in China

Littelfuse Wins Best Circuit Protection Solutions Award in India

GRI 2-28

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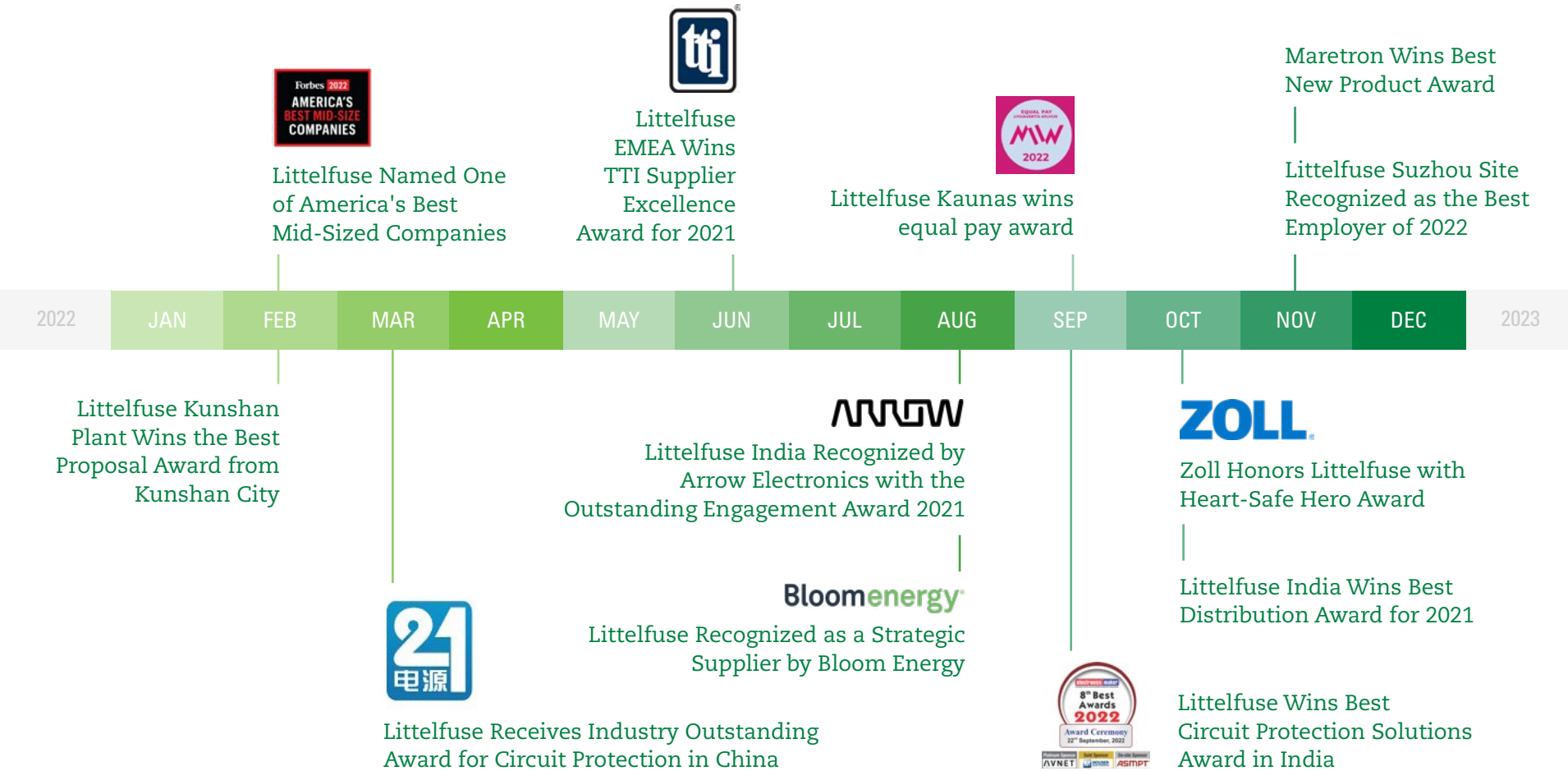GRI Content Index

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GOVERNANCE

Ethical decision-making and building relationships based on trust 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, 2023, 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 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 and 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 includes 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 is 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.

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

GRI 2-9, 2-17, 405-1

Highlights of our sustainability program oversight include:

· Quarterly updates to the Nominating and Governance Committee and/or Board of Directors;

· Quarterly updates with the CEO, CFO, Chief Legal Officer (CLO), and Chief Human Resources Officer (CHRO), to review sustainability program progress and approve overall strategy;

· Frequent updates with the CLO to review progress on initiatives related to our material topics, as our CLO 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.

OUR BOARD OF DIRECTORS (as of June 1, 2023)

Dave Heinzmann · Kristina Cerniglia · Tzau-Jin (T.J.) Chung

Cary Fu · Maria Green · Anthony Grillo

Dr. Greg Henderson · Gordon Hunter · William P. Noglows

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89%
Independent

44%
of directors have served for 10 years or less

33%
Diverse (gender or race/ethnicity)

Annually elected by shareholders

Separate Chairman and CEO roles

Mandatory retirement age of **75**

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

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.

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.

In 2022, we formed a cross-functional Climate Risk and Opportunities Committee to formalize and broaden the company's process to identify both physical and transitional 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. 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.

OUR ERM PROCESS

Identify risks

Assign significant risks to leadership owners

Mitigate and monitor

6 months

Reevalute significant risks; add assessments as needed

GRI 3-3

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ETHICS & COMPLIANCE PROGRAM

Our commitment   In our current business environment where ethical dilemmas are increasingly complicated, 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, modeling behaviors, and engaging employees to think critically about how each one of us can contribute to our company's high integrity, values-based culture.

Our approach   Key Elements of our Ethics & Compliance Program

· Risk Assessment   · Communications
· Policy & Procedures   · Ethics Helpline
· Training

Our Nominating and Governance Committee 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.

Quick Facts:
COMMITMENT TO LEARNING ABOUT OUR CODE:

100%
of our professional and support employees completed training, 99% before the due date

100%
of our Board of Directors completed training

99.66%
of our production employees completed training either in-person, led by local HR or via kiosks in our manufacturing locations, 99% before the due date

99%
of our new employees from acquisitions in 2022 completed training within the first 30-days of joining Littelfuse

Informed by our ethics and compliance risk assessment, additional ethics and compliance training topics are provided to employees, based on their roles within Littelfuse. We 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, if any employee group does not demonstrate sufficient mastery of the material, additional group-specific training in the form of webinars or targeted communications is distributed.

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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 anonymously, as permitted by law.

Newly hired professional and support employees are asked to join our Intro to Ethics training sessions to ensure they understand the availability of this resource. During 2022, more than 600 new team members participated in these sessions.

Other engagement events to raise awareness of our Ethics Helpline occur throughout the year including monthly compliance communications and videos and our quarterly Ethics Helpline spotlights. All of our manufacturing sites have Ethics Helpline Posters, displayed in local language, and information about our Ethics Helpline is regularly included in our local teams' newsletters.

We strictly prohibit any form of retaliation for good faith reports of ethics violations or for participating in an investigation. Our Reporting, Investigations of Misconduct and Non-Retaliation Policy provides additional guidance to our team members.

Our Ethics Helpline is also 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 impact 2022 Ethics & Compliance Training Performance:

29,200+
*training hours completed
by employees*

99%+
*average overall completion rate,
with 93% of our employees
completing their training by the
original due date.*

2.5 hours
*average of ethics and compliance
training completed by
professional employees in 2022*

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

What did our employees learn in 2022 as part of our ethics and compliance program?

Anti-bribery & Corruption Laws and Best Practices	*Managing Conflicts of Interest*
Sarbanes Oxley Compliance	*Environmental, Social and Governance (ESG) Introduction*
Preventing and reporting workplace harassment, sexual harassment, and discrimination	*HIPAA compliance*
Confidential and Proprietary Information – how to identify it and protect it	*Code of Conduct is Everyone's Responsibility*
Protecting Company Assets	*Power of a Single Voice – how reporting misconduct makes an impact*

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

How do we manage the Ethics Helpline?

· Quarterly leadership and Audit Committee review of Ethics 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 (last conducted in 2021)

Our impact

91%
of our suppliers have targeted policies in place to prevent corruption

100%
of our Board completed anti-bribery training

99.5%
of our professional and support employees completed anti-bribery training

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.

2022
September

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

2022
October

Direct material suppliers received a self-assessment to provide information regarding their policies to address corruption, including bribery, excessive gift-giving, extortion, or embezzlement.

2022
November

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

GRI 205-2

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CYBERSECURITY & DATA PRIVACY

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

Our approach   In 2022, we developed a 5-year strategic roadmap to align our information security program with externally recognized standards, including the National Institute of Standards and Technology (NIST) and ISO 27001 standards. We are further evaluating the Trusted Information Security Assessment Exchange (TISAX) certification requirements for our manufacturing locations in the automotive industry.

The Audit Committee of our Board of Directors receives semi-annual updates on our information technology and cybersecurity program from our Chief Information Officer, including our program initiatives, insurance coverage, acquisition integration processes, and program performance. In addition, we have a cross-functional Cyber Security Incident Response Team and regular Steering Committee meetings to continuously evaluate our cybersecurity threats, protections, and evolving best practices.

Managing Cybersecurity Risk

Our cybersecurity risks are evaluated annually to determine how to best protect our infrastructure, and data, and educate our global team members. We continue to enhance the following foundational elements of our existing programs, practices, and controls.

· Data security program
  and policies

· Access controls

· Monitoring & intrusion detection

· Incident management procedures

· Business continuity and disaster
  recovery plans

· Vulnerability management

· Compliance audits

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 cyber security training as part of the onboarding process for new hires. We run regular phishing simulation campaigns to keep our employees prepared and aware. The results of these phishing simulation exercises are regularly reviewed by our information security team, and the results are shared with management and the Audit Committee.

Our impact   During 2022, we did not receive any complaints concerning data privacy breaches or loss of customer data. In addition, we provided approximately 5,000 hours of Cybersecurity and Data Privacy training throughout the year.

Our **Data Loss Prevention Program** introduced a refreshed data classification system throughout the company to increase our ability to efficiently manage the levels of protection that is applicable to certain information throughout the company. The team hosted global introductory webinars and launched new data labeling requirements in 2023.

GRI 3-3, 403-3, 418-1

OUR **PEOPLE**

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

At Littelfuse, we take the health and safety of our team members very seriously 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 2022, we invested in adding resources to our H&S program to meet our obligations to provide a safe and secure working environment for our employees.

Our Health and Safety Management System (HSMS) is an essential component of our sustainability 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. Six of our manufacturing facilities are ISO 45001 or OHSAS 18001 certified. Also, 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 their performance by adopting best practices.

GRI 3-3, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-9

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 our quarterly business reviews, business leaders provide a report on their EHS performance and any incidents that have occurred.

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.

Hazard Identification, Risk Assessment, and Incident Investigation

We implemented 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 helps 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.

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.

PROCESS SPOTLIGHT

We pay close attention to workplace safety in our production facilities. We employ the Lockout Tagout (LOTO) protection system against unintentional exposure to hazardous energy from equipment and machinery. Our mid-year audits showed significant progress in enhancing machine guarding and control of hazardous energy. To accelerate this progress, many of our sites partnered with outside experts who worked with our engineers to improve the programs. This collaboration resulted in a significant acceleration in implementation, demonstrating our ongoing, strong commitment to health and safety.

Our Matehuala, Mexico site was acquired as part of our Carling Technologies acquisition and in just one year the site retrofitted and improved machine guarding and safety systems for **248 machines.**


Our impact Health and Safety Performance

We continue to focus on improving machine guarding and control of hazardous energy to prevent the most common human-machine interface injuries, and as a result of our efforts during 2022, **we reduced our Total Case Incident Rate (TCIR) by nearly 20%, and our Lost Time Injury Rate (LTIR) by 17%, compared to 2021**.

TOTAL CASE INCIDENT RATE (TCIR)

2019	2020	2021	2022
.216	.143	.232	.186

LOST TIME INJURY RATE (LTIR)

2019	2020	2021	2022
.168	.135	.212	.176
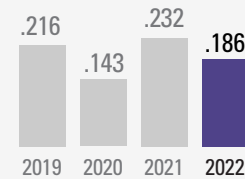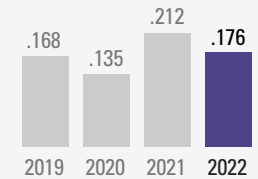
PERFORMANCE SPOTLIGHT

0
recordable injuries
at 11 out of 27 manufacturing sites

3 Years
with 0 recordable injuries
at our Tsukuba, Japan & Lipa City, Philippines sites

ENGAGEMENT SPOTLIGHT

To further promote employee engagement within our EHS programs and encourage participation in safety discussions and hazard identification, we launched an Employee EHS Suggestion Initiative at our Littelfuse site located in the Philippines. The teams with the most hazardous reduction suggestions, and those with the best recommendations, received awards.

This initiative resulted in 370 proposals and a 90% proposal implementation rate by the end of 2022.

**EMPLOYEE WELLNESS**

Our commitment   We support the mental and physical well-being 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 reaction 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 our Live Well platform which is designed to provide support to our employees to achieve their physical, emotional, financial, and work well-being 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. Additionally, we 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.
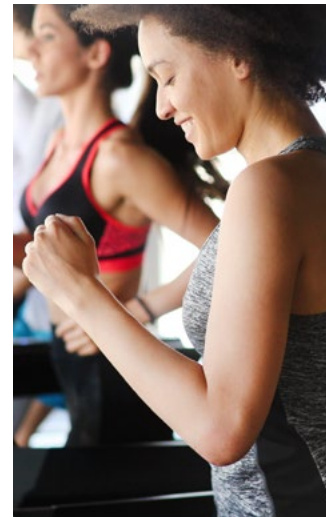
Our impact

More than 200 U.S. associates received incentives by completing wellness challenges and preventative exams

GRI 3-3, 403-6

22

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 draws on each individual's unique capabilities which fosters innovation, helps us deliver bold solutions and drives overall growth. This commitment is led and modeled by leadership, embedded into every touch point with prospective and current employees, and tied directly to goal setting, performance management, and senior leader compensation.

Our approach We recognize the strength of a diverse, inclusive global team of more than 18,000 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 these focus areas:

Leadership accountability

Leadership is accountable for creating a diverse and inclusive work environment. ESG and Diversity, Inclusion & Belonging are incorporated into senior leaders' individual goals that are established in the annual performance process. The accomplishment of these goals impacts our senior leaders' compensation in the annual rewards program.

To support the leadership team in our Diversity, Inclusion & Belonging effort, we provided Inclusion training to senior leaders across the businesses. 23 of our senior leaders participated in the Inclusion Program that was delivered by an external consultant. The program aimed at creating culture awareness, building skills and competencies to communicate with empathy, manage conflict effectively, and to foster trust and psychological safety.

Employee engagement

The Littelfuse commitment to creating and sustaining an inclusive workplace where diversity of all types thrive is also demonstrated by the time and energy our employees invest in supporting our initiatives. 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.

We have an enterprise-wide global **Diversity, Inclusion & Belonging (DIB) Advisory Council** charged with overseeing our efforts in the categories of culture, talent, community and supplier/partner. In 2022, the Council helped evolve and refine the Company's Purpose, Mission and Values.

WiN's (Women's Initiative Network) mission is to educate and engage through an empowering network that attracts and develops women to elevate future leaders and enhance business results. WiN celebrated a five-year anniversary in 2022. WiN celebrated its five-year anniversary and continues to strengthen its partnership with Women in Electronic, an organization dedicated to expanding opportunities for women across the electronics industry.

LEAD aspires to foster an environment that makes Littelfuse an employer of choice for individuals of Black and African descent and aims to help employees reach their full professional potential. In 2022, this ERG has taken the lead to build new connections with Historically Black Colleges and Universities in support of attracting new early career talent.

PROUD Alliance aims to create an open and safe space for LGBTQ+ and Ally associates 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.

We Are Littelfuse works to create a community space focused on inclusion and belonging to foster empathy, awareness, and open dialogue, while promoting diversity, learning together and allyship. In 2022, the ERG partnered with the U.S. Benefits team and hosted a seminar by partnering with an external subject matter expert on mental health awareness.

GRI 3-3, 405-1

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Our impact Every day we witness the power of our 18,000 employees, located in 27 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.

As a result of focused efforts in recruitment as well as developing and retaining talent, Black and African American representation in the U.S. has increased from 3% in 2021 to 3.5% in 2022.

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 52% of the workforce. We are focused on ensuring balanced gender representation at all levels, with the increase of female leaders from 20% in 2021 to 21% in 2022, consistent with our aspiration goal of achieving at least 25% global female leaders by 2026.
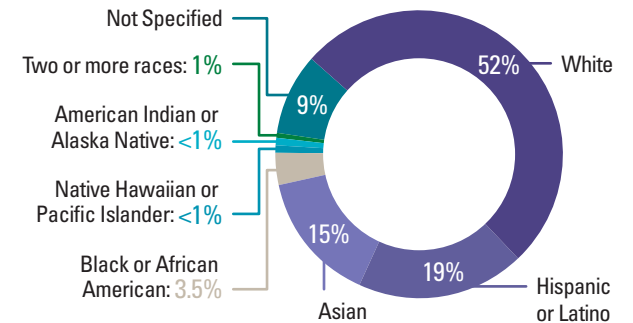
EMPLOYEE GEOGRAPHIC LOCATIONS

- Americas
- Asia-Pacific
- Europe

12%
49%
39%
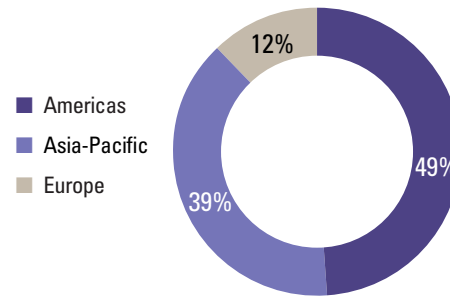
EMPLOYEE DIVERSITY

- Female
- Male

LEADERSHIP*
- Female
- Male

21%
79%
48%
52%
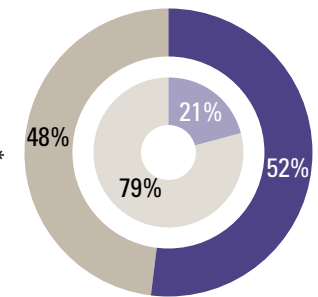
*Excludes our employees who joined the Company through the C&K Switches and Embed acquisitions in 2022.

GLOBAL EMPLOYEES

~18,000

U.S. EMPLOYEE ETHNICITY

Not Specified

Two or more races: 1%

American Indian or Alaska Native: <1%

Native Hawaiian or Pacific Islander: <1%

Black or African American: 3.5%

9%
52% — White
15%
19% — Hispanic or Latino
Asian

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. Working with a third-party, we have piloted a pay equity analysis in the U.S. over the past two years to ensure equal pay for equal work. We evaluate the results 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 has been recognized for three consecutive years with a Fair Pay Award for ensuring equal pay to men and women in the same employment, performing equal tasks.
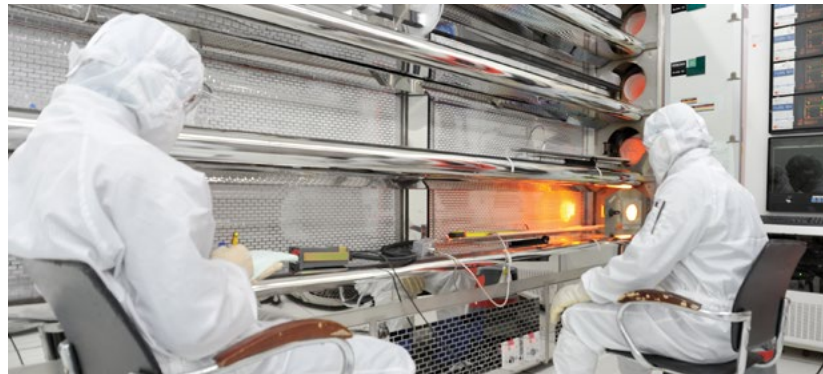
TALENT DEVELOPMENT

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 focused on high-performing and high-potential talent, diverse talent and succession plans for our most critical roles. Additionally, our Board of Directors reviews and assesses 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

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 development programs tailored to engaging and developing individual capabilities, including an expanded focus on internships and other university partnerships. In 2022, we established an accelerated development program (RISE) that targets engineers, with an emphasis on females, entering the workforce and provides them with focused rotations that help guide career development opportunities.

Mentoring Program
Leadership development is another key focus area of our strategy. We invest in strengthening our leadership capability through a combination of mentoring and formal training programs focused on individual development. We have a formal mentoring program for our female associates and key talent in the organization and encourage informal mentorship for all employees across the organization.

Leadership Learning
Our leadership training roadmap includes a robust combination of internally- and externally-led programs that address fundamental leadership skills that engage, motivate and develop our talent. We design our Leadership Learning based on leader experience level:

Front Line Leadership Training: targeting our supervisors or front-line leaders and focusing on team management, goal setting and performance management.

Mid-level Leaders: targeting experienced leaders and focusing on building trust, collaboration and driving engagement and performance.
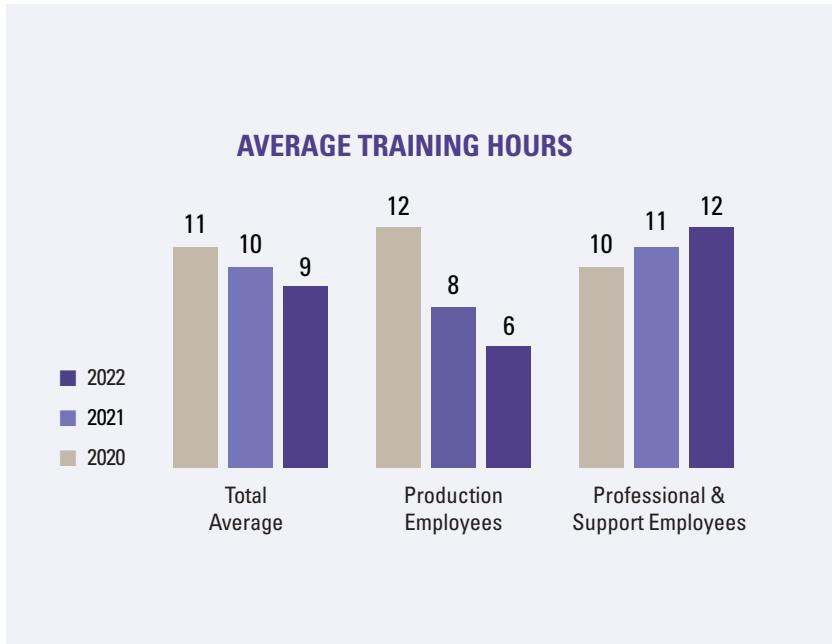
Our impact   As a result of our integrated talent review and succession planning process, we identified Business Critical Roles in each of our main operating functions (Sales, Product Management, Engineering and Operations) and established succession plans and successor development plans.

In addition, for our 2022 training hour data, we re-defined our definition of training hours to ensure a standard, global approach and improved consistency in reporting. Under this new definition, our employees completed nearly 140,000 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.

Training Topics

· Leadership & professional skills
· Information Security
· Ethics & Compliance
· Diversity, Inclusion & Belonging
· Enterprise Lean Six Sigma Teams

AVERAGE TRAINING HOURS

	2022	2021	2020
Total Average	9	10	11
Production Employees	6	8	12
Professional & Support Employees	12	11	10

Our commitment Working to affect positive change in the communities where we work and live is core to Littelfuse. Our volunteering and giving programs enable our employees to connect with and strengthen their communities. Even the smallest gestures have the potential to make a real difference in the lives of people and our planet.

Our approach Our community service actions are centered on Green, STEM and Equity in alignment with our corporate purpose. We enable impact through transparent, open dialogue, information sharing, active listening, and intentional relationship building combined with meaningful investments.

Alignment With Our Purpose:
We Empower a Sustainable, Connected and Safer World

Green Environment Conservation

STEM Technology Innovation

Equity Humanitarian Community, Family

Our Green volunteer actions empower each of us to make a positive impact on the environment and our community, while contributing to larger global goals.

Our Science Technology Engineering and Math (STEM) initiatives are focused on inspiring and preparing the next generation of STEM leaders, promoting diversity and inclusion in STEM, and providing hands-on learning opportunities.

Our Equity actions seek to promote the well-being 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.

Our impact We continue to partner with United Way through an employee donation match program. United Way seeks to create vibrant communities where everyone has access to the resources they need to thrive. Focus in 2022 was to build better communities by ensuring all individuals and families can meet their basic needs and rebuilding neighborhoods to be stronger and more equitable.

Our United States employees' donations matched by company funds, directly impacted communities where we operate.

Supporting Relief Efforts

In October 2022, the community of Muzquiz, Coahuila, Mexico experienced a severe storm that resulted in devastating flooding and a state of emergency in the area. With over 50 employee homes significantly damaged or totally lost, local employees quickly leapt into action to support relief efforts. Actions included cleaning, goods distribution, and medical aid. Not only did the team support their direct peers, they also helped neighbors and other most in need in the community.

Our Green Efforts in Action

One of our Mexico teams participated in a reforestation campaign by planting around 150 trees in a local park.

Celebrating National Volunteer Week

 Employees from our Chicago-area locations volunteered their time over three days, providing much-needed support to organizations dedicated to feeding the hungry.

In Mexico, employees went to Miguel Hidalgo School to refurbish classrooms and green areas to prepare for students' return. They completed everything from electrical repairs to water pump installations, making the areas safe and welcoming for learning.

OUR **ENVIRONMENTAL IMPACT**

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   We aim to achieve 100% ISO 14001 certification. Currently we have 21 of our 25 manufacturing sites (84%) certified to ISO 14001. To achieve this goal, we plan to conduct a comprehensive review of our current operations, identifying areas where we can reduce our environmental impact by implementing new processes and procedures to ensure that we meet the requirements of ISO 14001.

> We have a goal to reduce our scope 1 and scope 2 GHG emissions by 38% by 2035, based on our 2019 emissions.

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

Our approach   In addition to formalized projects in resource conservation, our sites use our enterprise lean six sigma (ELSS) manufacturing operating system to seek reductions in waste generation, raw material consumption, energy, and water usage.

In 2022, we introduced a central platform that enables our manufacturing facilities to input their environmental data and identify opportunities for GHG emissions, energy, water, and waste reduction. **By focusing on our sites with the most significant environmental impact, we can efficiently take actions to achieve our goal of a 38% reduction in scope 1 and scope 2 GHG emission by 2035**. As a result, we have decided to report only GHG emissions and reduction initiatives from our in-scope manufacturing sites, as our non-manufacturing locations make up less than 1% of our total emissions.

Our impact   During 2022, we made significant progress towards the achievement of our GHG emission target, driven by our Lipa, City, Philippines site by initiating the installation of solar panels on **18,900 square meters** of idle roof space. We expect this long-term investment to significantly reduce our emissions, and we continue to look for other opportunities to further reduce our emissions across our global footprint.

GRI 3-3

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 one of the largest contributors to our carbon footprint. Our facilities identified energy reduction opportunities and developed action plans to reduce GHG emissions.
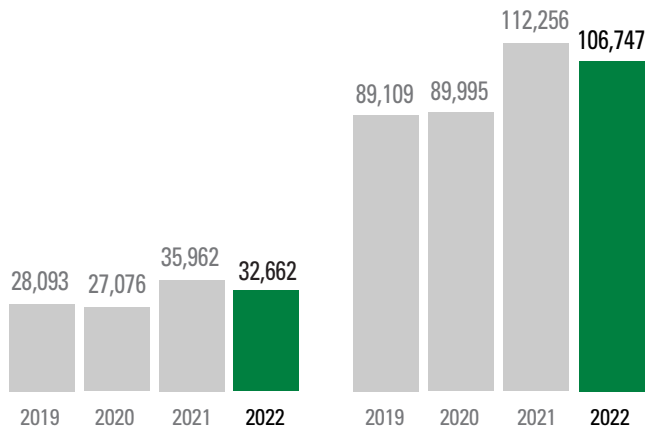
Our approach   GHG Emissions

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.

In 2022, our successful execution of these initiatives resulted in an 138% increase in our use of renewable energy compared to 2021. In addition, our absolute Scope 1 and Scope 2 (market-based) emissions decreased by 9% and 5%, respectively. This improvement reflects our commitment to reducing our emissions, in addition to new initiatives implemented during 2022.

> Our teams at our facilities in Mexico conduct monthly reviews to share best-practices to help drive our emissions reductions.

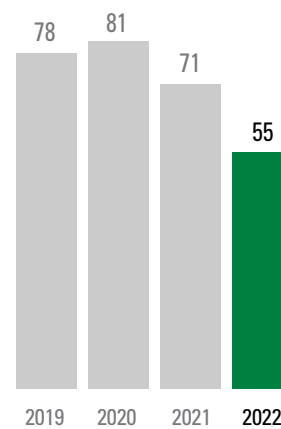### SCOPE 1 AND SCOPE 2 EMISSIONS
metric tons CO_2e

Scope 1

2019	2020	2021	2022
28,093	27,076	35,962	32,662

Scope 2 (Market Based)

2019	2020	2021	2022
89,109	89,995	112,256	106,747

SCOPE 2 GHG EMISSIONS INTENSITY
metric tons CO_2e

GHG Intensity (Market Based)

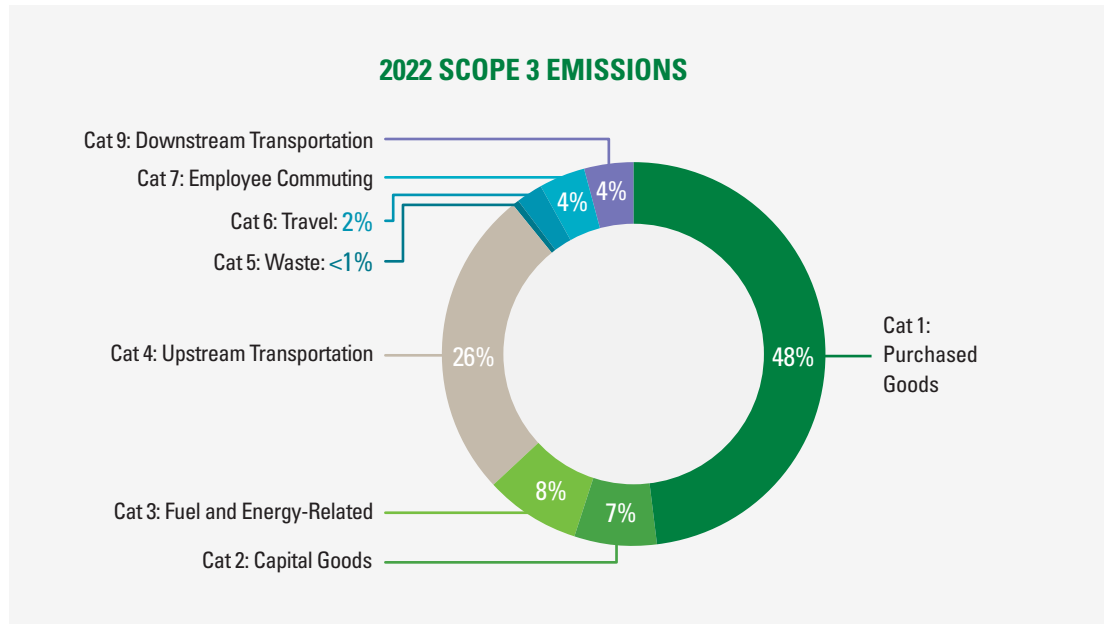| 2019	2020	2021	2022
78	81	71	55

GRI 3-3, 302-1, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5

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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

2022 SCOPE 3 EMISSIONS

Cat 9: Downstream Transportation
Cat 7: Employee Commuting
Cat 6: Travel: 2%
Cat 5: Waste: <1%

4% 4%

Cat 4: Upstream Transportation — 26%

48% Cat 1: Purchased Goods

Cat 3: Fuel and Energy-Related — 8%
Cat 2: Capital Goods — 7%

Our estimated 2022 Scope 3 emissions for the categories above represent approximately 80% of our total GHG emissions, with the detailed estimates included with our Environmental Data. The primary drivers of the increase in our estimated Scope 3 emissions in 2022 were (a) the 21% revenue increase we achieved, and (b) the increase in travel given fewer COVID-related travel restrictions. Additional information regarding our initiatives to further engage our supply chain to identify meaningful reduction opportunities is in the Our Suppliers section of this report.

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Energy Efficiency

During 2021 we completed self-audits through a robust energy checklist to help each site identify opportunities for reducing their energy consumption. Our program further encourages our sites to:

· Identify all significant energy using (SEU) equipment at the facility

· Ensure that SEU equipment meets industry standards for current energy-efficient technologies and has variable frequency drive capabilities

· Measure, record, and monitor energy usage. Analyze performance and trends during plant management review meetings

· 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.

In 2022, select facilities further engaged external consultants to evaluate their energy opportunities. These engagements led to an 12% decrease in our overall energy intensity in 2022, driven largely by our use of renewable energy, which increased by 138%. Given our 21% revenue growth, we saw a 7% increase in our overall energy consumption.
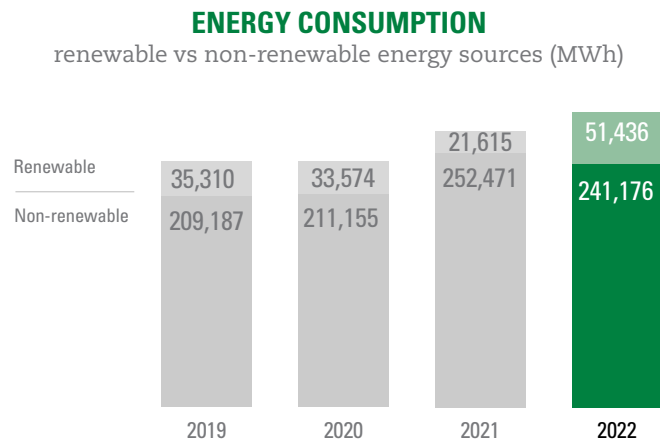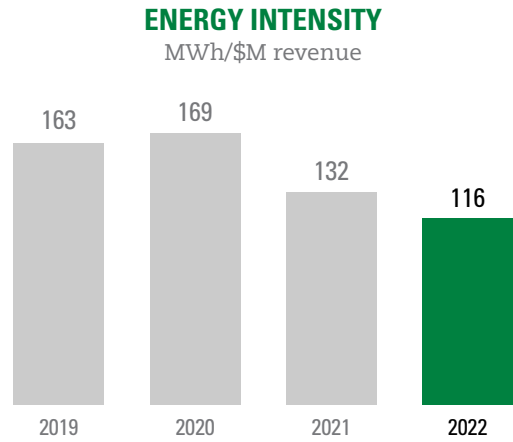
Our impact

A key contributor to our successful increase in renewable energy was our Lipa City, Philippines site that reduced their Scope 2 emissions to zero through a combination of internal efficiency measures and supporting external emission reduction projects through the use of International Renewable Energy Certificates (I-RECs) for geothermal power. 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.

At our Dongguan, China site, we also updated the central air conditioning system which reduced electricity consumption by approximately 20% and reduced CO_2 emissions by 155 tons (an estimated annual savings of $26K).

Our Matamoros, Mexico, site upgraded 80% of their HVAC equipment, which greatly increased energy efficiency through new inverter technology.

In addition, the location saved 71% of the energy used in our winding operation by replacing 16 winder machines with more efficient versions.

ENERGY CONSUMPTION
renewable vs non-renewable energy sources (MWh)

	2019	2020	2021	2022
Renewable	35,310	33,574	21,615	51,436
Non-renewable	209,187	211,155	252,471	241,176

ENERGY INTENSITY
MWh/$M revenue

2019	2020	2021	2022
163	169	132	116

TOTAL WATER WITHDRAWAL
megaliters

2019	2020	2021	2022
1,340	1,322	1,500	1,911

WATER INTENSITY
megaliters/$M revenue

2019	2020	2021	2022
0.89	0.91	0.72	0.76
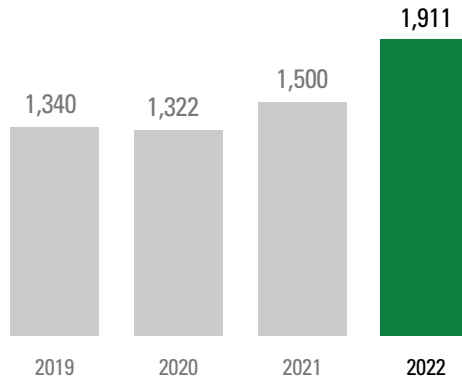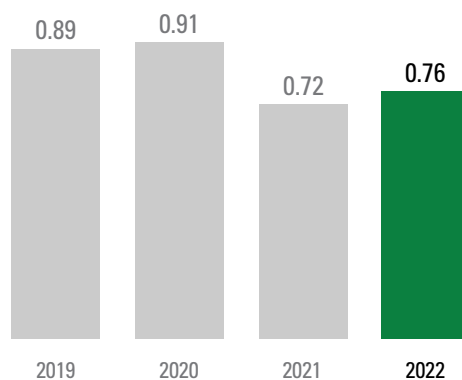
WATER USE

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 Examples of the opportunities our sites have pursued to reduce our water consumption include:

- 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

We will be implementing a water management program across our sites in 2023 as we strive to further standardize our water conservation efforts. During 2022, our water usage increased by 27%, primarily driven by improved data collection processes that ensured 100% of our manufacturing sites provided water withdrawal data, and 21% revenue growth.

Our impact

At our Lipa City, Philippines site **we reduced water consumption by 45%** through the installation of flow sensors in water supply tanks.

At our Piedras Negras, Mexico site **we saved 332K gallons of water per year and eliminated 100% of wastewater** by installing new water filtration systems that reduced water consumption in multiple machines. In addition, the location **recovered and reused for irrigation over 400K gallons of water** from HVAC equipment condensation.

GRI 3-3, 301-1, 303-2, 303-3

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   During 2022, we launched an inaugural Operations Excellence Best Practice Sharing forum that included a spotlight on key waste reduction projects throughout the company. Additionally, our employees completed 1,544 Lean projects, including 155 that promoted both productivity waste and process waste elimination.

To encourage employee engagement and development of innovative approaches to waste management, our Lean teams organize events and project competitions.

Electronic Waste

In the U.S., our corporate Information Technology (IT) Team partnered with a third-party to recycle our electronic waste. When IT equipment such as computers, printers, or other accessories become obsolete, we partner with our third party to recycle or donate the equipment. Our manufacturing site in Germany engaged a third party to recycle electronic waste. We are investing resources to globally expand these recycling initiatives and better ensure we are using our IT equipment to its full capabilities.

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.

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.

GRI 3-3, 306-1, 306-2, 306-3

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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.

We are closely monitoring our waste disposal methods and recycled 70% of our waste generated throughout the year. Our priorities continue to be reducing the waste generated in our operations and sent to landfills.

During 2022 we generated 42% more waste, the majority non-hazardous, primarily driven by our improved global waste data collection and reporting process, and 21% revenue growth.

WASTE REDUCTION ACTIONS WITHIN OUR MANUFACTURING FACILITIES

Waste reduction

Piedras Negras, Mexico site

· Saved $47.5K and reduced its use of raw materials by implementing a soldering process recycling project

· Repurposed 3,000 broken wooden pallets during 2022 and avoided sending them to the landfill

Shanghai, China site

· Achieved a 27% reduction of industrial alcohol and corresponding hazardous waste discharge by recycling used industrial alcohol with an internal filtering system.

Hazardous waste reduction

Kunshan, China site

· Reduced its chemical use by 80%, saving $200K+ per year

· Reduced cycle times by 25% by replacing an outsourced chemical washing process with an internal ultrasonic and DI water method.

Dongguan, China site

· Reduced its emissions from VOCs by 16%

· Saved $81.2K by introducing low velocity cleaning initiatives. As a result, the facility generated less activated carbon waste.

WASTE GENERATED
metric tons

2019	2020	2021	2022
9,253	9,670	13,853	19,679
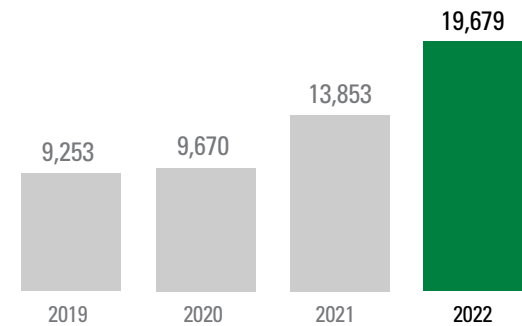
NON-HAZARDOUS VS. HAZARDOUS WASTE GENERATED
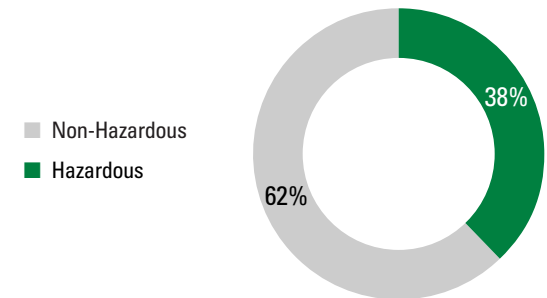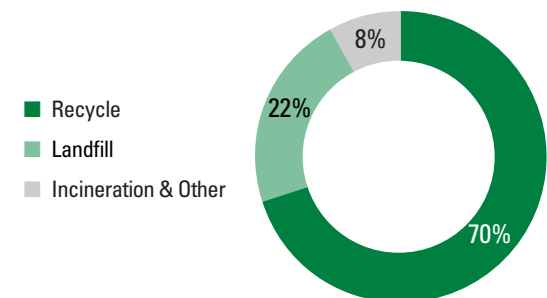
- Non-Hazardous — 62%
- Hazardous — 38%

2022 WASTE DISPOSAL METHODS

- Recycle — 70%
- Landfill — 22%
- Incineration & Other — 8%

OUR **PRODUCTS**

We are a global, trusted partner delivering a diversified product portfolio of leading technologies to more than 100,000 end customers. As electrical systems become increasingly complex, we continue to prioritize new product development and commercialization to help meet our customers' design and performance specifications. We have also significantly expanded our product offerings through acquisitions. Our broad range of reliable solutions are critical for applications enabling a sustainable, connected, and safer world.

PRODUCT DEVELOPMENT & INNOVATION

Our commitment   We partner with customers to improve the safety, reliability and performance of their products that use electrical energy. Our customer-driven innovation, engineering expertise and application knowledge are empowering a more sustainable, connected, and safer world. For example, within our semiconductor business, our products:

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

- Enable the use of renewable energy (solar, wind)

- Provide sustainable alternatives such as heat pumps that replace the use of natural gas

Our approach   R&D Capabilities

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

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 even 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.

Our impact

We host an annual Innovation Forum to spotlight our most innovative technology developments, new product introductions, and process improvement initiatives. For 2022, more than half of the winning initiatives had a sustainability-related impact. These sustainability-focused innovations included:

- **Developing smaller, yet higher performing fuses**

- **Reducing energy loss**

- **Further enabling eMobility (e.g., electrification and electronification)**

- **Increasing product optimization to minimize waste**

Our deep partnerships with customers span the industrial, transportation and electronics end-markets and applications we serve. We are confident that our increasingly diversified product portfolio and expanded capabilities, via organic investments and strategic acquisition, position us to continue our long-term growth.

GRI 205-2

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CUSTOMER SUCCESS STORIES

Renewable Energy, Battery Energy Storage Systems

With the increasing need for high-power protection for utility energy storage systems, we engineered a custom solution that included testing capabilities to meet a customer's unique electrical requirements. The solution leveraged our broad product portfolio of TVS diodes, varistors, and fuses. Combined R&D and engineering efforts, and strong engagement, supports our corporate strategy focused on empowering a sustainable and safer world, and reinforces our corporate culture of collaboration and customer focus.

Industrial Safety

We are an influential partner given our safety code committee engagements. As a result, we developed and commercialized a Shock Block solution to protect workers ahead of the code requirements. To keep its people and equipment safe, a strategic customer installed the Shock Block SB5000, a ground-fault circuit interrupter. The device proactively protects personnel from shock by tripping if continuity of the ground wire between the Shock Block SB5000 and the load breaks. This removes the risk of arc flashes and electrical shock incidents.

Commercial Vehicles, Charging Infrastructure

We developed a leading-edge high-power semiconductor product for self-charging battery power to operate an industrial bus. This solution helps to enable commercial vehicles to be increasingly energy efficient and battery powered.

Passenger Vehicles, Electronification

As our automotive customers seek to reduce the carbon footprint of their vehicles, we partnered with car manufacturers to develop a solar sensor that measures solar intensity level to send information to internal diagnostics and communication applications to reduce HVAC energy needed in cars.

Transportation, Electrification

With the evolution of the transportation end-markets to electric passenger and commercial vehicles, we play an increasing, essential role in enabling the electrification of platform architectures. For example, we have developed and delivered in partnership with our customers, more sustainable high-voltage fuses which are smaller and require less raw materials but deliver the reliable performance necessary for electric vehicles.

Multiple End-Markets

As the demand for fuseholders increases across multiple end markets, including transportation, and a range of electronic applications such as LED lighting, our team has developed fuse holders with a compact design and one-piece mold for efficient installation. This innovative solution directly contributes to reducing materials and costs required to enable our customers' applications.
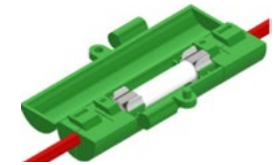
Electronics, Appliances

Our R&D teams created a multi-axis magnetic sensor for use on multiple door applications (e.g., refrigerator) that eliminated the number of mechanical switches required and simplified the necessary wiring, installation time and inventory requirements for our customers.
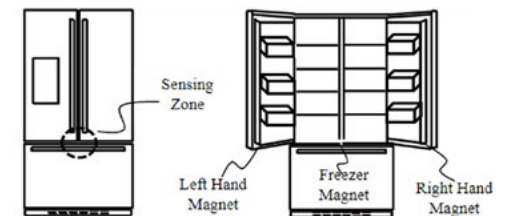
PRODUCT ENVIRONMENTAL COMPLIANCE

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 ELSS (Enterprise Lean Six-Sigma) expertise to implement key processes, such as the Design of Experiments tool, to efficiently achieve our product environmental compliance objectives.

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

Our impact

Using the Design of Experiments tool, our team in Dongguan, China improved product performance, reduced cost, and eliminated hazardous materials used within our manufacturing process by identifying **six new raw materials, and four new formulations in 14 months**.

In addition to ensuring that our products use fewer harmful materials, and increasing our focus on environmentally friendly materials, we also look for 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 initiative has proven incredibly successful, and we will be piloting this innovative solution in production during 2023.**

OUR **SUPPLIERS**

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 and 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 further strive to operate a reliable and responsible supply chain that is compliant with ISO9001, ISO14001, 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 formalized our supplier risk assessment process to extend beyond our third parties' compliance with our Supplier Quality Manual and our Supplier Code of Conduct. In 2022, we utilized an independent third party to help us understand our suppliers' environmental, social, and governance (ESG) performance. This risk assessment tool enabled us to evaluate our suppliers' performance across a broad range of ESG categories to support our supplier selection process and long-term, strategic partner decisions.

Our initial risk assessment efforts focused on direct material suppliers as they represent the largest spend category in our supply chain.

> During 2022, we screened approximately 574 of our significant direct material suppliers from an ESG risk perspective.

The areas of focus where we will engage our suppliers to ensure their ESG performance meets our criteria include:

Ethics
· Anti-corruption
· Anti-competitive behavior
· Digital rights and data security
· Supplier's Code of Conduct

Labor:
· Child labor
· Forced labor
· Human trafficking
· Non-discrimination and harassment

Health & Safety (H&S)
· Injury and illness rates
· H&S compliance

Environment
· Material sourcing and management
· GHG emissions
· Environmental compliance
· Carbon footprint
· Energy management

This risk assessment will further be incorporated into our new supplier screening process to ensure that these key ESG factors are considered during our supplier selection and onboarding processes. Additionally, as part of our Purchasing Terms and Conditions, we require our suppliers to comply with all regulations related to environmental controls, employee health and safety and responsible sourcing practices.

GRI 2-6, 3-3, 204-1, 308-1, 414-1

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Message from the CEO

Our Sustainability Journey

Company Profile

Governance

Our People

Our Environmental Impact

Our Products

Our Suppliers

About This Report

GRI Content Index

SASB Index
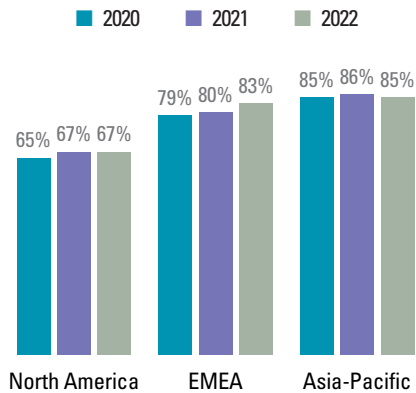
ESG Metrics

TCFD Report

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LITTELFUSE

SUSTAINABILITY

REPORT 2022

Our approach Environmental

Our supplier localization initiatives are imperative to reducing our Scope 3 emissions through reduced GHG emissions in our logistics and waste elimination. These initiatives enhance our elasticity, decrease our logistic costs and lead times, reduce our environmental impact, and help support the local communities where we live, work and operate.

To reduce our GHG emissions, provide faster response to our customers, and take advantage 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. As a result, we have successfully maintained a high percentage of sourcing from local suppliers, with increases in localization in the EMEA region during 2022.

PROCUREMENT BUDGET SPENT
on Local Direct Material Suppliers

■ 2020   ■ 2021   ■ 2022

	2020	2021	2022
North America	65%	67%	67%
EMEA	79%	80%	83%
Asia-Pacific	85%	86%	85%

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 Minerals Initiative (RMI). We partner with our suppliers through an annual due diligence campaign that allows us to better understand any conflict-affected or high-risk areas where materials for our products are sourced.

Historically, our supplier due diligence program has achieved a high-level of participation. During our 2022 campaign, we expanded our population of relevant suppliers by 20% while maintaining a very strong response rate. We believe this level of engagement reflects our suppliers' commitment to our robust due diligence program.

DUE DILIGENCE CAMPAIGN

■ Relevant Suppliers   — Response Rate

	2020	2021	2022
Relevant Suppliers	1,271	2,015	2,425
Response Rate	90%	89%	92%

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 of these products. 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: In accordance with RMI recommendations given the heightened human rights concerns related to the sourcing of cobalt and mica, in 2022 we expanded our due diligence program to include these materials. Through the Extended Minerals Reporting Template (EMRT) we are starting 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. We utilize the tools and information from RMI to confirm the information provided by our suppliers, and our procurement team regularly participates in training opportunities to stay current on best practices that support responsible sourcing of minerals from conflict-affected and high-risk areas.
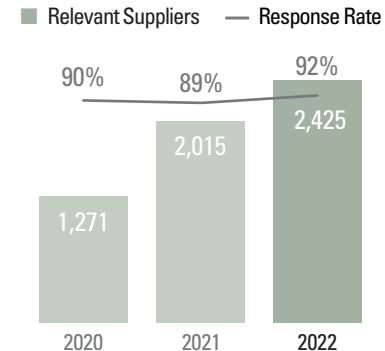
↗ Additional information regarding our due diligence program and the outcome of our most recent supplier inquiry is detailed in our latest Conflict Minerals Report.

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 request that our direct material suppliers participate in an annual questionnaire to acknowledge our Supplier Code of Conduct and provide information regarding their implementation of the RBA best practices. Further, all newly acquired supply chain partners are asked to acknowledge our Supplier Code of Conduct and are provided information regarding our Ethics Helpline and our expectation they report any violations of the Code.

As our procurement teams continue to partner with our suppliers and reinforce the importance of alignment to RBA standards, our 2022 Supplier Code of Conduct campaign results exceeded our first campaign in 2021 with significantly higher response rate and an increasing number of suppliers indicating they have key ESG-related policies and systems in place.
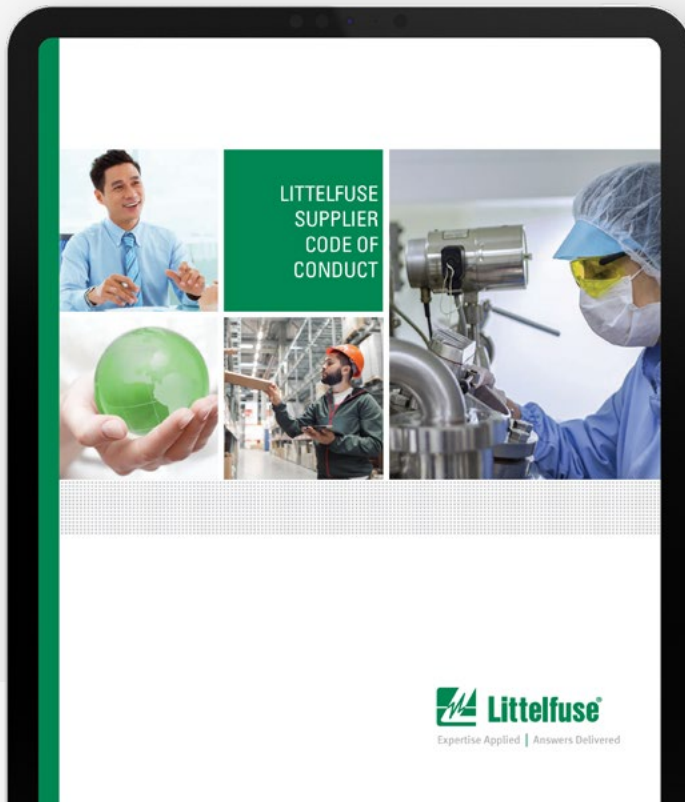
RESULTS OF OUR 2022 SUPPLIER CODE OF CONDUCT CAMPAIGN

	2021	2022
Participants	1,836	**2,779**
Completion	37%	**41%**
Environmental Policies & Systems	66%	**72%**
Labor Policies	79%	**93%**
Governance & Ethics Policies	80%	**95%**

These results help inform our decisions regarding our strategic partners.

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ABOUT THIS **REPORT**

Sustainability is a key element of our company's purpose. Reporting on our commitment, approach, and impact is consistent with our core values by communicating transparently, holding ourselves and business partners accountable, and delivering results. We have been publishing our annual report since 2020.

This report has been prepared in accordance with GRI Standards - 2021, and the Sustainability Accounting Standards Board (SASB), and aligns 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 2022, that ended on December 31, 2022.

As stated on , we have reviewed our GHG inventory and determined that as the emissions from our non-manufacturing sites are less than 1% of our total GHG emissions, they will be excluded from our sustainability reporting. Accordingly, we have restated the information included in this report to exclude emissions data from our non-manufacturing sites that was provided in prior years. We will provide updates on our performance and progress towards the sustainability initiatives discussed herein, as well as others, on an annual basis.

Littelfuse conducted an extensive Internal Audit to review and validate the data presented in this Sustainability Report. We have further implemented a centralized ESG data collection platform to improve our data collection processes and controls. We did not engage third-party services to validate the information in this Sustainability Report.

GRI 2-3, 2-4, 2-5

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

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
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages.	· Global employees have access to health care and benefits · Health and safety committees · Commitment to lower injury rate in the workplace, with .186 total recordable incident rate in 2022	Health & Safety in the Workplace	403
5 GENDER EQUALITY	Achieve gender equality and empower all women and girls.	· 22% women on our Board of Directors · 52% women in our global workforce · 21% leadership positions held by women · Policies, procedures, and training regarding non-discrimination · Three consecutive years Fair Pay Award recognition in Lithuania for equal pay for men and women	Diversity & Equal Opportunity Training & Education / Career Development	405
6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all.	· Implementation of water management program across all sites for 2023 · 6% water recycled, with programs at our manufacturing sites to increase recycling programs · Monitoring water withdrawal from areas with water stress to prioritize our water conservation efforts at these locations	Water & Wastewater Management	303
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable, and modern energy for all.	· Increased use of renewable energy by 138% in 2022 · 12% decrease in energy intensity · 100% of our manufacturing sites completed internal energy audits in 2021, and select sites in 2022 engaged external consultants to evaluate energy opportunities	Energy Management	302
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	· 31% of our employees are represented under collective bargaining agreements · Introduced supplier risk assessment process, including evaluation of ethics, health & safety, labor, and environmental performance to inform our decision on strategic partners · Adoption of Global Human Rights Policy to establish our zero-tolerance policy for forced labor and other labor best practices · Adherence to requirements under the California Transparency in Supply Chain Act	Business Ethics Sustainable Supply Chain	2-23 2-30

SDG		LFUS PROGRESS	LFUS MATERIAL TOPIC	GRI STANDARD
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	· 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 record $2.5B annual revenue in 2022	Innovation Economic Performance	201
10 REDUCED INEQUALITIES	Reduce inequality within and among countries	· 39% ethnic diversity (non-White) employee representation in the US workforce · 33% racial and ethnic diversity on the Board of Directors · Expanded our diversity, inclusion, and belonging advisory council to include global representation · Growth in employee resource groups, most recently with the addition of our PROUD Alliance advocating for LGBTQ+ employees · Global engagement with community involvement initiatives	Diversity & Equal Opportunity Training & Education / Career Development Community Involvement	405 403 413
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	· Product environment compliance steering committee drives product stewardship as a competitive advantage · 70% of total waste was recycled · Lean teams within the manufacturing sites regularly hold innovation events to encourage waste reduction · 1,544 Enterprise Lean Six Sigma projects completed during 2022 · 92% of our in-scope suppliers responded to our conflict minerals due diligence screening	Waste & Hazardous Material Management	306
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	· 84% of our manufacturing facilities are certified to ISO 14001 · 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 · Continued reporting of 8 categories within our Scope 3 emissions further understand our broader organizational impact · Reduced Scope 1 and 2 GHG emissions intensity, market-based, by 5% as manufacturing sites engaged in initiatives to reduce emissions and increase use of renewable energy	GHG Emissions / Climate Change	305

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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, 2022 through December 31, 2022.		
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	About This Report	
	2-4 Restatements of information	About This Report	
	2-5 External assurance	About This Report	
	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.	

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	**Sustainability** - Annual Sustainability Report - 2022 CDP Climate Change Disclosure Report **Social Policies** - Anti-Human Trafficking and Modern Slavery Policy - Company Culture - Conflict Minerals Statement - Global Human Rights - Harassment-Free Workplace Policy - Social Responsibility Policy **Environmental Policies** - Enterprise Lean Six Sigma - Environmental Compliance - Environmental, Health & Safety Policy - Product Environmental Information - California Proposition 65 - California Transparency in Supply Chains **Governance Policies** - Anti-Bribery Policy - Board of Director Governance Documents and Committee Charters - Employee Code of Conduct - Ethics Helpline - ESG Policy - Related Persons Transactions Policy - Reporting, Investigations of Misconduct and Non-Retaliation 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 Processes to remediate negative impacts	Engaging Stakeholders Ethics & Compliance Program	
	2-26 Mechanisms for seeking advice 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), 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	
GRI 302: Energy 2016			
	302-1 Energy consumption within the organization	Energy Efficiency Environmental Data	

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GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
	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 2022 CDP Response	
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions and Energy Efficiency Environmental Data Littelfuse 2022 CDP Response	
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions and Energy Efficiency Environmental Data Littelfuse 2022 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	Water Use	
	306-2 Management of significant waste-related impacts	Water Use	
	306-3 Waste generated	Water Use Environmental Data	
GRI 308: Supplier Environmental Assessment 2016			
	308-1 New suppliers that were screened using environmental criteria	Littelfuse conducted a supplier sustainability self-assessment during 2022 with it's direct material suppliers to gain information on our suppliers' environmental, labor, governance, and procurement policies and practices. In addition, our Supplier Development Group conducts screening on critical and selected suppliers regarding key environmental and social criteria, including reviewing our suppliers for ISO 14001 certification, compliance with EHS regulations, and overall ethics and labor practices.	

GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
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 Wellness	
	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 2022, 95% of professional employees completed annual performance review.	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.
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 STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
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	Littelfuse conducted a supplier sustainability self-assessment during 2022 with it's direct material suppliers to gain information on our suppliers' environmental, labor, governance, and procurement policies and practices. In addition, our Supplier Development Group conducts screening on critical and selected suppliers regarding key environmental and social criteria, including reviewing our suppliers for ISO 14001 certification, compliance with EHS regulations, and overall ethics and labor practices.	
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	

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2022	2021
Energy Management					
RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable Quantitative Gigajoules (GJ)	Quantitative	Gigajoules (GJ) Percentage	(1) 1,053,403 (2) 82.5% (3) 17.5%	(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) 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	No reportable spills in 2022.	No reportable spills in 2021.
Product Safety					
RT-EE-250a.1 Number of recalls issued, total units	Number of recalls issued, total units recalled	Quantitative	Number	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
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.	

SASB CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	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 Product Development & Innovation and our 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 Governance	
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
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
Activity Measures					
RTE-EE-000.A	Description of policies and practices for prevention of (1) corruption and bribery and (2) anti-competitive behavior	Quantitative	Number	Refer to our Form 10-K	
RTE-EE-000.B	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Number	Refer to Social Data	

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ESG METRICS

ENVIRONMENTAL DATA	UNIT	2022	2021	2020	2019
Revenue	in millions	$2,513.9	$2,079.9	$1,445.7	$1,503.9
Manufacturing Facilities in Scope[1]	number	27	23	19	19
Energy Consumption[2]					
Non-renewable sources	MWh	241,176	252,471	211,155	209,187
Renewable sources	MWh	51,436	21,615	33,574	35,310
Total energy consumption	MWh	292,612	274,086	244,729	244,497
Energy Intensity	MWh/$M Revenue	116	132	169	163
Water Usage					
Total water withdrawal[3]	megaliters	1,911	1,500	1,322	1,340
Water recycled	megaliters	111	114	*	*
Total water withdrawal from areas with water stress[4]	megaliters	921	1,387	1,203	1,216
Water Intensity	megaliters/$M Revenue	0.76	0.72	0.91	0.89
Greenhouse Gas Emissions					
Scope 1	metric tons CO_2e	32,662	35,962	27,076	28,093
Scope 2 - Location-based	metric tons CO_2e	133,534	117,696	106,597	106,915
Scope 2 - Market-based	metric tons CO_2e	106,747	112,256	89,995	89,109
GHG Total (Scope 1 & 2) - Location-based	metric tons CO_2e	166,196	153,658	133,673	135,008
GHG Total (Scope 1 & 2) - Market-based	metric tons CO_2e	139,409	148,217	117,071	117,202
GHG Emission Intensity Total - Location based	metric tons CO_2e/$M Revenue	66	74	92	90
GHG Emission Intensity Total - Market based	metric tons CO_2e/$M Revenue	55	71	81	78
Scope 3 Total[5]		560,300	456,480	*	*
Category 1: purchased goods and services	metric tons CO_2e	272,331	208,915	*	*
Category 2: capital goods	metric tons CO_2e	39,650	32,602	*	*
Category 3: fuel and energy related activities	metric tons CO_2e	44,909	42,583	*	*
Category 4: Upstream transportation and distribution	metric tons CO_2e	147,054	123,877	*	*
Category 5: waste generated in operations	metric tons CO_2e	1,613	1,373	*	*
Category 6: business travel[6]	metric tons CO_2e	10,292	2,644	*	*
Category 7: employee commuting	metric tons CO_2e	20,541	19,892	*	*
Category 9: downstream transportation and distribution	metric tons CO_2e	23,910	24,594	*	*

1. Includes manufacturing sites, and excludes manufacturing sites acquired from C&K Switches and Embed.
2. Energy consumption includes fuel, electricity, heat and generated heat. Energy consumption is limited within the organization.
3. Water source data includes: 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 came solely from municipal water; no renewable groundwater was withdrawn in an area of water stress. Data related to our water withdrawal in areas of water stress is from Four Twenty Seven, Inc. (Moody's ESG Solutions affiliate) and https://www.wri.org/data/aqueduct-water-risk-atlas.
5. Our 2021 and 2022 Scope 3 data collection, categorization, and audit verification process continues to improve. These process improvements resulted in the restatement of our 2021 Scope 3 data that resulted in a 17% increase in total Scope 3 GHG emissions being reported for 2021.
6. Excludes travel data for two of our US locations collectively with fewer than 100 employees, as business system integration is ongoing.

ENVIRONMENTAL DATA	UNIT	2022	2021	2020	2019
Waste Generated					
Total Waste Generated[1]	metric tons	19,679	13,853	9,670	9,253
Total Hazardous Waste	metric tons	7,422	5,940	*	*
Waste Recycled[2]	metric tons	13,764	*	*	*
Waste to Landfill	metric tons	4,334	*	*	*
Waste Incinerated	metric tons	1,581	*	*	*

SOCIAL DATA	UNIT	2022	2021	2020	2019
Governance Body (Board of Directors)					
Board of Directors	number	8	9	10	9
Female Directors	number	2	2	2	1
Directors over 50 years old	number	8	9	10	9
Directors who are underrepresented ethnic minorities	number	3	3	3	2
Employees in scope					
Littelfuse employees[3]	number	18,134	16,579	12,273	11,319
Full-time employees	number	18,070	16,396	12,189	11,232
Part-time employees	number	64	183	84	87
Contingent Workers[4]	number	284	426	103	92
Employees represented under collective bargaining agreements[5]	% total workforce	31%	31%	25%	20%
Diversity in scope[6]					
Geographic Locations					
Percent employees located in the Americas	% total workforce	49%	53%	46%	43%
Percent employees located in Asia-Pacific	% total workforce	39%	36%	40%	41%
Percent employees located in Europe	% total workforce	12%	11%	14%	16%

1. Waste generated was not adjusted for any recycled waste.
2. Recycled waste includes composted, recovered, or reused waste.
3. Total employee count excludes contract employees.
4. Contingent workers (or contract employees) excludes service vendor workers.
5. Union employees excludes C&K Switches and Embed companies, as we do not collect unionization data from newly acquired companies at this time.
6. Excludes contract employees and employees who did not select a gender type.

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SOCIAL DATA	UNIT	2022	2021	2020	2019
Gender Data					
Female employees	number	9,468	8,831	6,564	6,097
Male employees	number	8,647	7,747	5,601	5,130
Percent female employees	% total workforce	52%	53%	54%	54%
Female employees in leadership[1]	number	228	187	163	150
Male employees in leadership[1]	number	839	732	657	618
Percent female employees in leadership[1]	% total leaders	21%	20%	20%	20%
U.S. Ethnicity Data					
White	% U.S. workforce	52%	58%	*	*
Hispanic or Latino	% U.S. workforce	19%	20%	*	*
Asian	% U.S. workforce	15%	16%	*	*
Black or African American	% U.S. workforce	3%	3%	*	*
Native Hawaiian or Other Pacific Islander	% U.S. workforce	<1%	<1%	*	*
American Indian or Alaska Native (not Hispanic or Latino	% U.S. workforce	<1%	<1%	*	*
Two or More Races	% U.S. workforce	1%	<1%	*	*
Not Specified	% U.S. workforce	9%	2%	*	*
Training[2]					
Total training hours	number	139,998	131,332	132,045	*
Production employee training hours	number	47,544	59,532	75,196	*
Professional and support employee training hours	number	92,694	71,800	56,849	*
Total average training hour per employee	training hours/employees	9	10	11	*
Training hours per production employee	training hours/direct employee	6	8	12	*
Training hours per professional and support employee	training hour/indirect employee	12	11	10	*
Injuries and Safety Incidents Per 100 Employees[3]					
Number of hours worked	number	38,630,529	30,146,548	23,706,431	24,947,878
Fatalities	number	0	0	0	0
Recordable injuries	number	36	35	17	27
Lost time injuries	number	34	32	16	21
Medical treatment	number	2	3	1	6
Days lost	number	1,402	1,282	362	451
Total Recordable Incident Rate (TCIR)	case number / hours worked	0.186	0.232	0.143	0.216
Lost time Injury Rate (LTIR)	case number / hours worked	0.176	0.212	0.135	0.168

1. Leadership defined as an employee at grade level 12 and above. Total excludes employees that joined the company as part of the C&K Switches and Embed acquisitions.

2. Training hour data includes employees from the C&K Switches and Embed acquisition with respect to Code of Conduct training, but otherwise excludes training information for employees from the C&K Switches and Embed acquisitions.

3. Excludes employees from the C&K Switches 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.

SOCIAL DATA	UNIT	2022	2021	2020	2019
Suppliers[1]					
Total number of suppliers	number	9,171	7,908	7,777	*
Direct material suppliers	number	2,779	1,857	1,864	*
Significant locations of operation[2]	number of locations	26	20	20	20
Local direct suppliers in Asia-Pacific[3]	percent of spend on local suppliers	85%	86%	85%	86%
Local direct suppliers in EMEA[4]	percent of spend on local suppliers	83%	80%	79%	79%
Local direct suppliers in North America[5]	percent of spend on local suppliers	67%	67%	65%	71%

1. Supplier data excludes suppliers to C&K Switches and Embed.

2. The significant locations of operation include all manufacturing sites and exclude sales offices, NPD centers, labs, distribution centers and warehouses.

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

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

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

FORWARD LOOKING STATEMENTS & DISCLOSURES

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 31, 2022. 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 31, 2022 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 2022 calendar year unless otherwise noted and is limited to operations owned and/or operated by Littelfuse.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT

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 CEO, CFO, Chief Legal Officer (CLO), and Chief Human Resources Officer (CHRO), to review sustainability program progress and approve overall strategy; · Frequent updates with the CLO to review progress on initiatives related to our material topics, as our CLO 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.

Strategy

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

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 senior leadership team, and necessary 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 manufacturer 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 increasing 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 materials may impact our profitability.
Reputation	Customers and investors are increasingly making decisions based our climate-related considerations, however, 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 locations. 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.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario	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.

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.

Our strategy includes reducing our absolute scope 1 and 2 emissions by 38% which is in line with a 2.0 degree scenario. |

Managing Climate Change Risk

a) Describe the organization's process for identifying and assessing climate-related risks	In 2022, we formed a cross-functional Climate Risk and Opportunities Committee to formalize and broaden 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	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.

In addition to managing global enterprise risk through it's 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. |

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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	In 2022, Littelfuse tracked the following metrics relevant to climate-related risks and opportunities: · 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
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	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. In addition to managing global enterprise risk through it's 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.
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks	Refer to the Environmental Appendix of our 2022 Sustainability Report.
c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets	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 2022, we achieved a 22.5% reduction in our GHG intensity from 2021.