



Sustainability Report

2021



Bold
Solutions



Sustained
Success



Diverse
People



Littelfuse is committed
to the long-term value of a
robust sustainability strategy



A Message From Our CEO

Fundamentally, we have strategically positioned our business within the long-term, global sustainability megatrend, and our products help enable our customers' applications that are empowering a greener world. To elevate and advance our product environmental initiatives, we have formed a product compliance steering committee. We also made significant investments in product management technology, consistent with our strategic roadmap, to enable us to leverage product stewardship as a competitive advantage.

In 2021 we continued our efforts to strengthen our sustainability program and enhance our transparency to communicate our progress. Notably, we expanded our reporting framework alignment beyond the GRI Sustainability Reporting Standards to include the Sustainability Accounting Standards Board (SASB) and United Nations Sustainable Development Goals (SDGs). We recognize the long-term value of a robust sustainability strategy and comprehensive disclosures for all stakeholders. This sustainability report, which we are excited to share, highlights our commitment to continuous improvement in our sustainability journey and reflects the hard work of our global associates.

Environmentally, we are committed to conducting our operations in a responsible manner. All manufacturing locations either follow or are certified to a management system aligned with ISO 14001 to help monitor our ecological impact. Last year, we set a goal to achieve a greenhouse gas reduction of 38 percent by 2035. To help accomplish this goal, we conducted energy audits at all manufacturing locations and implemented action plans for each location. In addition, we also expanded our programs and investments to support our energy and water conservation and waste reduction initiatives, which contributed to lower intensity levels in 2021. To further understand our broader business impact, we have included our initial Scope 3 emissions disclosure in this report and are closely working with relevant suppliers to learn more about their sustainability practices to ensure we are conducting business with responsible partners.

Socially, our people are our top priority. We have programs in place to ensure the health, wellness, and safety of our global associates, including, for example, holding numerous Covid vaccination events

at our manufacturing locations. We launched key initiatives around diversity, increased our focus on talent development, and expanded our effort around Diversity, Inclusion, and Belonging. These actions support our commitment to improving our female representation in leadership positions, as well as our minority populations. Consistent with this, we established goals to increase our percentage of global female leaders to 25 percent and more than double the percentage of our Black and African American employees in the United States by 2026. We also continued to give back globally to the communities where we live and work and saw ongoing philanthropic activities at our sites around the world.

From a **governance** perspective, the Nominating and Governance Committee of our Board of Directors provides oversight of our Sustainability Program. Our Leadership Team has responsibility for the development and execution of our environmental, social, and governance programs, and for establishing goals and key individual performance indicators in these areas for our business units and corporate functions. Achievement and performance in these areas affects our Senior Leaders' compensation.

This year we focused on implementing more rigorous controls around sustainability data governance, including frequent updates and communications to ensure alignment across the organization. In addition, we have a strong global ethics and compliance program that we continued to evolve through the launch of our first, global associate survey to understand the program's impact and effectiveness. The results of the survey broadly informed and will drive our future ethics and compliance program strategy.

We are proud of the enhancements we have made to our sustainability program over the past year, and we look forward to continuing to share our progress through the publication of our annual sustainability reports.

Dave Heinzmann
President and Chief Executive Officer

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Company **Profile**

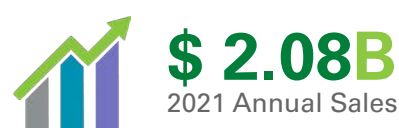


Company Profile

Littelfuse is an industrial technology manufacturing company empowering a sustainable, connected, and safer world. We partner with customers to design and deliver innovative, reliable solutions. Our products are found in a variety of industrial, transportation, and electronics end-markets — everywhere, every day. Littelfuse is headquartered in Chicago, Illinois, United States.

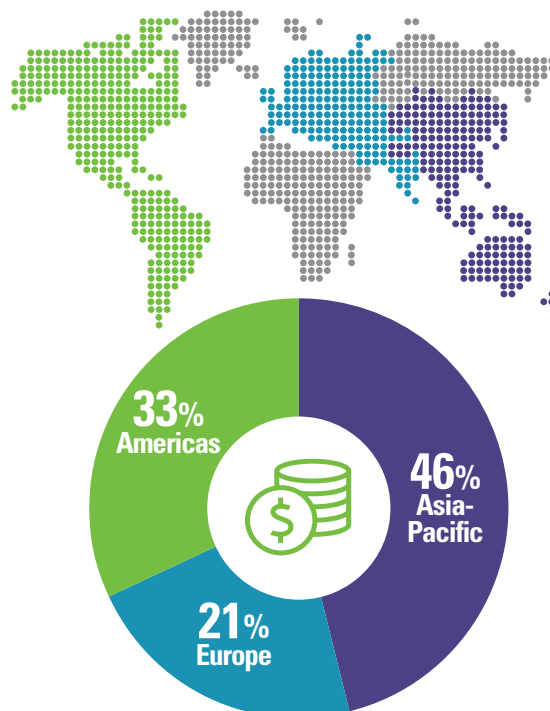
We finished 2021 with record annual revenue and earnings, up significantly compared to the prior year. Our teams achieved outstanding

results, driven by superior execution, and demand creation across the end-markets we serve. We significantly grew our company by meeting customer demand and winning new business. We advanced our strategic business initiatives, driving content and share gains in high-growth markets, both organically and through acquisitions. We completed two strategic acquisitions during the year, adding approximately \$300 million in annualized sales and expanding our global employee network, capabilities and infrastructure. 2021 was truly an exceptional year for Littelfuse.



Our 2021 Annual Sales by Geography

on a reported basis



*Global employees include 57% “production employees” and 43% “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.

Our Strategy & Primary End-Markets

Over the last few years we have strategically positioned our business within the long-term structural growth themes of sustainability, connectivity, and safety. We have proven our commitment to being our customers' supplier of choice by enhancing our global capabilities and product portfolio through organic investments and strategic acquisitions. Our results and successes during 2021 reflect the strong

execution from our global team and the power of our overall strategy shown below, which we communicated during our February 2021 investor and analyst event. One year into our current five-year growth strategy, we are well on our way to delivering sustained double-digit revenue growth, best-in-class profitability, and top-tier shareholder returns.



Our Strategy & Primary End-Markets (continued)

The ever-increasing complexity of applications surrounding these structural growth themes continues to drive greater demand for our reliable products, and in turn, a higher level of product content. As a result, we continue to diversify our end market presence where approximately one-third of our revenues are derived from each of the industrial,

transportation and electronics end markets we serve. Within these markets, we are focusing our resources on key applications that represent significant, high-growth opportunities that will continue to enable a global balanced portfolio that promotes the long-term sustainability of our business.

Electronics

- Data Center & Communication Infrastructure
- Building Technologies & Automaton
- Appliances
- Mobile Electronics
- Medical Devices
- Gaming & Entertainment

Transportation

- Passenger Vehicles
- Material Handling Equipment
- Heavy Duty Trucks & Buses
- Off-Road & Recreational Vehicles
- Construction Equipment
- Agricultural Equipment
- EV Charging Infrastructure
- Rail
- Marine

Industrial

- Renewable Energy
- Industrial Motor Drives
- Factory Automation & Safety
- Energy Storage
- Heavy Industry
- HVAC



\$15+ billion* addressable global market opportunity

* Company Estimate

By continuing to broaden our product offerings we have expanded our addressable global market to more than \$15 billion.

Governance & **Ethics**



Governance & Ethics

Governance Structure

Our talented and diverse Board of Directors serves as fiduciaries to our stockholders and oversees the strategic direction of the company's business. To fulfill its responsibilities, the Board maintains [Corporate Governance Guidelines](#) and various other governance requirements.

As of July 1, 2022, our Board is comprised of nine directors, including seven 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 the diversity of our stockholders, employees, customers, and communities where we live and operate. Our Directors' skills and experience include financial, operational,

technological and governance matters as well as expertise across the Company's products, end markets and geographies where we conduct business. We seek to maintain a balanced board composition, reflecting both new members who bring fresh perspectives and help ensure continued diversity on our Board, supported by longer serving directors who bring continuity and experience to our business and the end-markets we serve.

Each of our directors' biographies, 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).

Our Board of Directors (as of July 1, 2022)

Members of the Board of Directors: 9

Independent Directors: 7
Lead Independent Director
Separate Chairman and CEO

Required Committees
Consist Entirely of Independent Members

Regular Non-Management Executive Sessions

Mandatory Retirement Age: 75

Majority Voting in Uncontested Director Elections

Diverse Board Members:
22% Female
33% Underrepresented Minorities

Robust Self-evaluation Process



Kristina Cerniglia



TJ Chung



Cary Fu



Maria Green



Anthony Grillo



Dave Heinzmann



Gordon Hunter



William Noglows



Nathan Zommer

GRI 2-9

2-17

405-1

Governance & **Ethics** (continued)

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 reviews and approves our annual Sustainability Report.

The Sustainability Program governance further includes:

- Regular 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, and Chief Human Resources Officer, to review sustainability program progress and approve overall strategy;
- Frequent updates with the Chief Legal Officer, who has overall responsibility for the sustainability and EHS functions; and
- Bi-weekly 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.



Ethics & Compliance Program

Ethical decision-making and building relationships based on trust are critical components of our ability to thrive in a competitive marketplace. In our current business environment where ethical dilemmas are increasingly complicated, our Ethics & Compliance program is built upon a foundation of clear policies and procedures that establish our expectations for employees. We further provide employees with the necessary tools through training and communication to understand these expectations and how each of us contribute to our company's integrity-based culture.

Our [Code of Conduct](#) contains guidance for our employees to act ethically and achieve our

business results the right way. In addition to the mandatory, annual Code of Conduct training detailed below, our Code of Conduct is a key element of our new hire onboarding process.

Annual Code of Conduct Training:

- Mandatory training for all employees, contractors, and the Board of Directors
- The Code of Conduct and training course is available in multiple languages
- 2021 Code of Conduct training was completed by:
 - 100% of our professional and support employees
 - 99.2% of our production employees
 - 100% of our Board of Directors



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| <ul style="list-style-type: none"> • Diversity & Inclusion • Unconscious Bias • Preventing Harassment & Discrimination • Conflicts of Interest • Protecting Personal Information • Data Protection & Privacy • Information Security • Product Safety & Quality • Honest Marketing Practices • Fair Competition | <ul style="list-style-type: none"> • Fair Purchasing Practices • Protecting Human Rights • Intellectual Property • Bribery & Corruption • Protecting Company Assets • Confidential & Proprietary Information • Insider Trading • Protecting our Environment • Contributing to Our Communities • Politics and Governmental Affairs • Speaking up & Reporting Concerns |
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Ethics & Compliance Program (continued)

Additional ethics and compliance training is provided to employees, based on their roles within Littelfuse. We monitor not only the completion of the ethics and compliance training courses, but also review 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.

During 2021, our employees completed over 26,600 courses and averaged an overall completion rate of 99%, with 94% of our employees completing their training by the original due date. These high completion results demonstrates our global team's commitment to our ethics and compliance training initiatives.

Our Global Teams Commitment To Our Ethics And Compliance Training Initiatives

2021 Training Campaigns

New Hire
 Code of Conduct – Hartland Controls
 Social Media
 U.S. Anti-Sexual Harassment
 Privacy
 Anti-Human Trafficking
 Online Code of Conduct
 Direct Labor Code of Conduct
 HR Team SOX
 Anti-bribery
 New Hire Code of Conduct
 New Hire Policy Acknowledgments

AVERAGE COMPLETION: 99%

2020 Training Campaigns

Confidential Information & Computer Security
 HIPPA
 Global Harassment
 Fair Purchasing Practices
 Online Code of Conduct
 Direct Labor Code of Conduct
 Anti-bribery

AVERAGE COMPLETION: 98%

Our Nominating and Governance Committee reviews on an annual basis our Ethics and Compliance program, including the annual Code of Conduct training, our global policies and procedures, communication initiatives, and the Ethics Helpline.

Ethics & Compliance Program (continued)

Central to our Ethics & Compliance program is our [Ethics Helpline](#). The Ethics Helpline is operated by an independent, third-party that allows anonymous reports, as permitted by law. Littelfuse is committed to creating an environment where open, honest communication is encouraged, and our stakeholders feel empowered to speak up without fear of retaliation.

We raise awareness of our Ethics Helpline with our newly hired or newly acquired global employees through structured onboarding and acquisition integration processes. In addition, we launch regular communication initiatives including monthly communications and videos, employee newsletter spotlights, a dedicated company intranet site, and online trivia games

with prizes. The process for managing our Ethics Helpline is transparently communicated to all employees via our [Reporting, Investigations of Misconduct and Non-Retaliation Policy](#) and reports are summarized and reported to our Senior Leadership Team and Audit Committee on a quarterly basis. We also strictly prohibit any form of retaliation for good faith reports of ethics violations or for participating in an investigation.

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](#).

During 2021, Littelfuse launched our first anonymous, online, Ethics & Compliance program survey to our global professional and support employees in six different languages. The survey assessment areas included leadership modeling, organizational justice, reporting and retaliation, and program resonance.

Our results:

- A 64% participation rate,
- Positive program feedback exceeded the industry median benchmark data, provided by our third-party survey provider, LRN.
- Highest scoring category related to our program resonance, indicating that our Code of Conduct, policies, training & communication content was perceived as clear relevant and useful.

- Identified an opportunity to provide additional training on our Ethics Helpline investigation process and manager requirements to escalate reports of misconduct.

Following the survey, we promptly communicated the results to all our employees and conducted additional training about our Ethics Helpline investigation process. We also provided additional guidance for managers on when to escalate reports of misconduct and how to protect against retaliation. Collectively over 600 employees participated in these additional training events.



Anti-Corruption & Bribery

As a global company with operations in more than 15 countries, we take a firm stand against bribery and corruption. 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 are provided to our employees and Board of Directors.

2021 Anti-Bribery Training Initiatives:

September 2021: 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.

October 2021: Direct material suppliers received a self-assessment to provide information regarding their policies to address corruption, including bribery, excessive gift-giving, extortion, or embezzlement.

November 2021: Professional and support employees received an online training program focusing on anti-bribery and corruption considerations when dealing with third-party distributors.



Data Security

Our data security and privacy programs are built upon a people, processes, and technology framework that enables our global teams to work most efficiently. Our data

security program is a critical function to ensure that the technology we utilize to make us efficient protects the most valuable information of our company and stakeholders.

We regularly monitor trends for best practices in data security program management, and have taken key steps during 2021 to further strengthen our existing programs, practices, and controls.



Data security program and policies



Access controls



Monitoring and intrusion detection



Incident management procedures



Business continuity and disaster recovery plans



Vulnerability management



Compliance audits

In addition, we provide periodic information security updates and tips to professional and support employees, and new hires go through comprehensive cyber security training as part of the onboarding process. We run regular phishing simulation campaigns to keep our employees prepared and aware.

Our Leadership Team also receives regular updates on the status of key cyber security initiatives and on the results of our cyber security program effectiveness. Furthermore, these reports are presented to our Audit Committee on a regular basis.

In response to a rapidly evolving cyber security landscape, we invested in technologies to further strengthen our information technology environment with an added focus on endpoint security and access controls. Further, our security awareness training initiatives for our professional and support employees were updated and we launched increasingly challenging phishing emails to improve our employees' ability to identify phishing attempts.



Privacy

We are committed to protecting the privacy and security of the personal data of our employees, applicants, suppliers, customers, and other business contacts. In addition to processing personal data related to our employees, we also process personal data for the purposes of marketing campaigns and relationship management with customers, suppliers, distributors, and sales representatives.

The personal data is processed in accordance with our Privacy Policy that aligns with national and international data protection laws and regulations, including the European Union’s General Data Protection Regulation (GDPR).

All requests for access, requests for 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.

Our **People**



Bright Minds,
Big Impact

Core Values

Littelfuse Core Values provide the foundation of our company culture. Our Core Values — Customer Focus, Teamwork, Results Driven, Integrity, and Innovation — guide conversations, decisions, and interactions for our business.

Together, they are the foundation of our working relationships both internally and externally and we ask each of our employees to demonstrate these high standards everywhere, every day.



Health & Safety

Littelfuse considers the continuous improvement of our global health and safety (H&S) programs as essential to the success of our growing company.

We are committed to meeting or exceeding compliance requirements to applicable federal, state, and local H&S laws and regulations and our company policies. Health and safety personnel are involved in evaluating compliance through audits (internal, external regulatory, and independent third-party), which can provide insight into areas needing improvement. In addition, H&S personnel provide relevant training and tools to employees to strengthen our H&S culture and provide our employees with the necessary skills to complete tasks safely.

In addition to ensuring the health and safety of our employees, our Supplier Code of Conduct requires suppliers to implement health and safety standards. This requirement is further reinforced by contractual provisions in our purchase order Terms and Conditions and audits of our strategic suppliers conducted by the Supplier Development Engineering team.



In addition to maintaining stringent COVID-19 protocols to protect our employees, in 2021, we held numerous COVID-19 vaccination events at our global facilities. Over 2,400 employees received COVID-19 vaccinations at our Piedras Negras facility. This event was made possible with assistance from our medical department and EHS teams.



Health & Safety **Management System**

Health & Safety Management System

Our Environmental, Health & Safety programs set forth the environment, health, and safety policies, systems, responsibilities, risk assessments, and controls implemented in our manufacturing facilities. We use a management systems approach modeled after ISO 45001 for safety, with appropriate policies, programs, procedures, and review processes. Four of our twenty-four manufacturing facilities are ISO 45001 certified. Our programs help to sustain regulatory compliance and support our commitment to continuously improve our employees' health and safety through identifying, managing, and monitoring risks.

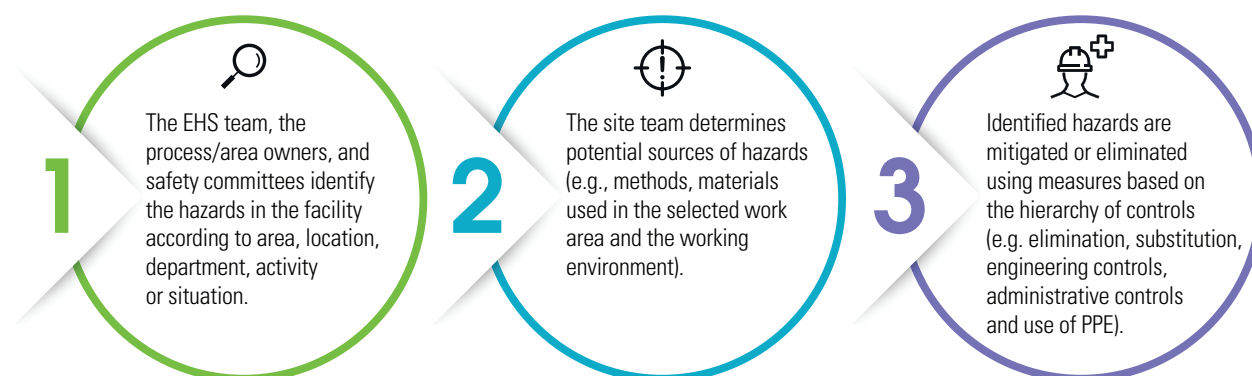
Results of site risk assessments and effects of risk controls help us identify and prioritize programs that reduce severe injuries and fatalities (SIFs) and create goals for successfully implementing these programs.



Hazard Identification, Risk Assessment, and Incident Investigation

As shown in the figure below, our process for assessing risks, planning preventative actions, and verifying compliance combines hazard identification, risk assessment, and risk control (HIRARC) with job hazard analysis (JHA) at our facilities.

We have also implemented a robust incident response policy to ensure that any incident is reviewed, the root causes are correctly identified, and appropriate corrective actions are completed. Per our incident response policy, our plant environment, health, and safety (EHS) leaders are responsible for following notification and investigation protocols within a prescribed timeframe and conducting the incident review with the site management team and the regional EHS managers. Should this incident review indicate that the extent of cause or condition may have a global impact, the appropriate business leader and Global EHS assess the incident and root causes. Corrective actions are communicated globally for implementation.

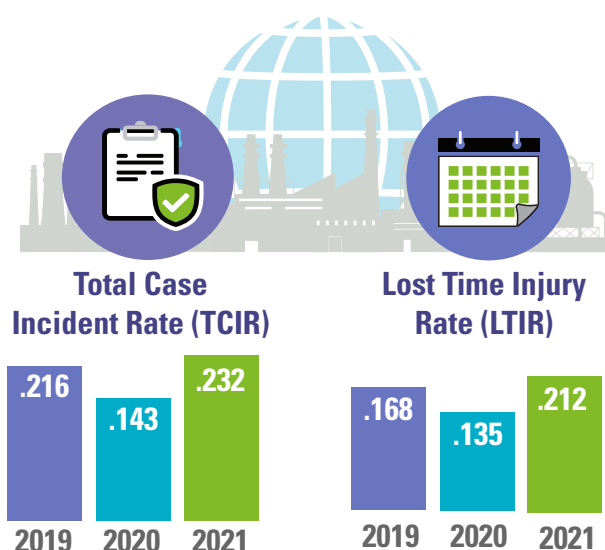


Health & Safety Performance

We are constantly working to improve our programs, training, and communication around workplace safety. We strive for a zero-injury workplace, and our total case incident rate (TCIR) remains below the industry average. There were no work-related fatalities in 2021.

Our most common work injuries are due to the human-machine interface, which is why we continue to focus on improving machine guarding and control of hazardous energy.

In 2021, there was an increase in injury rates compared to the prior two years. In response to our rise in incident rates, we have increased our resources with the addition of EHS professionals and are focusing on critical programs.



We strive for a zero-injury workplace and to further our strong culture of safety

Health & Wellness

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.

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 related to smoking cessation. 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.

Diversity, Inclusion & Belonging



For nearly a century Littelfuse employees have devoted their many talents to delivering innovative products and solutions to our customers. As an industrial technology company operating in highly competitive markets, we know that our success is dependent on fostering a workplace where different perspectives, experiences and ideas come together to create new value. To this end we embrace and actively seek to maintain a highly diverse workforce and inclusive environment where individuals know they are welcomed and feel a strong sense of belonging.

We view the word *diversity* itself as an inclusive term, with every individual in our global team of approximately 17,000 employees contributing to a wide range of visible and invisible talents, traits, and characteristics.

As an industrial technology manufacturing company, we are committed to challenging the status quo by strengthening existing and building new female talent pipelines to

improve gender equity. In total, we have a healthy gender representation balance with female employees making up 53% of the workforce. However, we continue to focus on making progress to ensure balanced representation at all levels. During 2021, we grew our female leadership in conjunction with the significant growth of our company, with overall female in leadership at 20% of total workforce globally. We are increasing our effort on attracting, developing, and retaining talent with an aspirational goal of achieving female leadership representation to at least **25% by 2026** as a result of these equity initiatives.

Employee Geographic locations

- 53% Americas
- 36% Asia-Pacific
- 11% Europe

Employee Diversity

- ~17,000 global employees
- 53% female
- 47% male
- 20% female leaders*
- 80% male leaders*



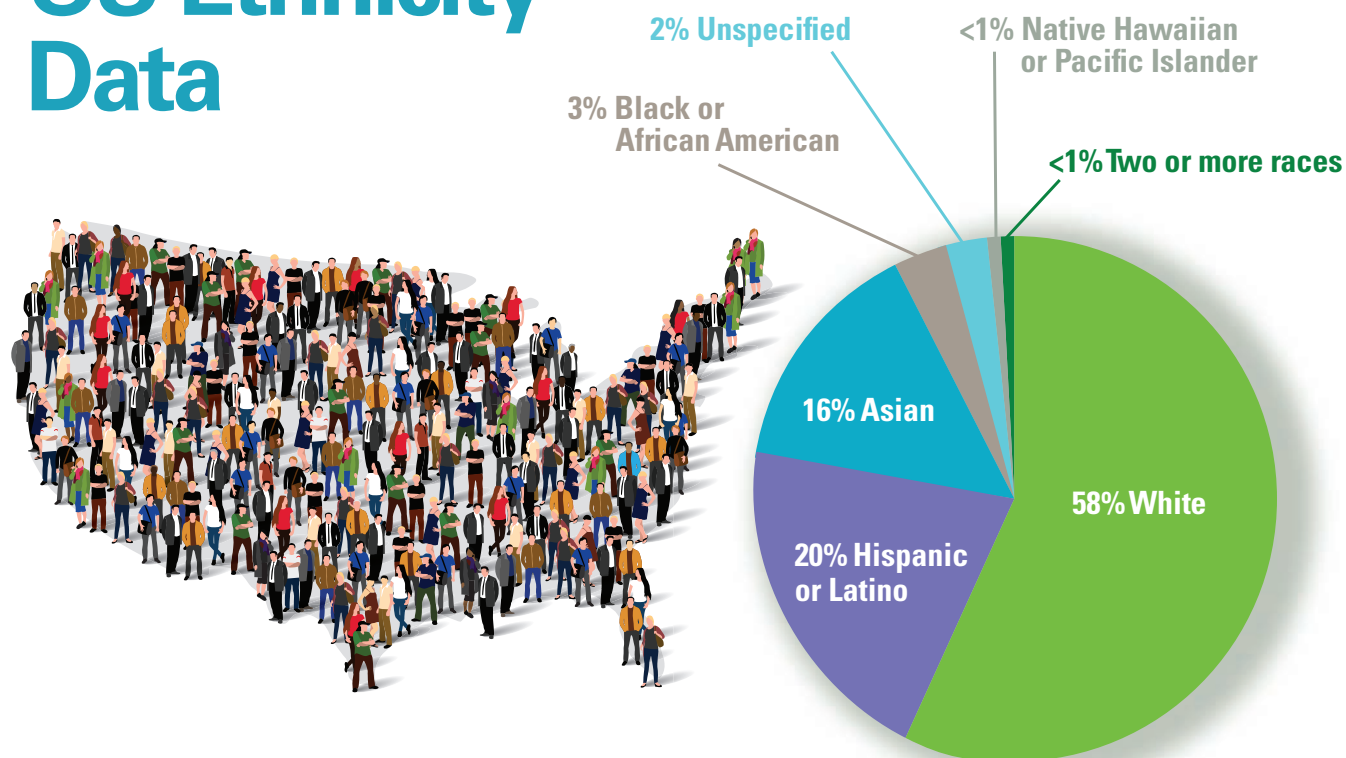
The Power of Global Talent – Littelfuse has employees located in 27 countries, 94% of whom are based outside the U.S.

Diversity, Inclusion & Belonging (continued)

Every day we witness the power of global collaboration among our employees located in 27 countries, working together amid a rich mixture of cultural, ethnic, and racial diversity to innovate for our customers. We believe that our workforce should be fully representative of the communities where we operate and engage local leadership to make this a reality. This principle applies everywhere, as evidenced by our expectation to increase the representation of Black or African American employees in the U.S. to at least **5% by 2026** while continuing to maintain a broader racial/ethnic balance within the workforce.

The Littelfuse commitment to creating and sustaining an inclusive workplace where diversity of all types thrive is best evidenced by the time and energy our employees invest in supporting initiatives. Over the past few years, we have welcomed multiple new Employee Resource Groups, with the PROUD Alliance being the newest addition, focused on supporting and advocating for our LGBTQ+ population. Our longest-standing Women's Initiative Network (WiN) ERG has expanded globally and continues to facilitate a wide range of development and support programs. Our US-based LEAD (Littelfuse Employees of African Descent) ERG has taken the lead to build new connections with Historically Black Colleges and Universities in support of attracting new early career talent.

US Ethnicity Data



Diversity, Inclusion & Belonging (continued)

Additionally, a new enterprise-wide Diversity, Inclusion & Belonging (DIB) Advisory Council has chartered five initiatives, including one focused on supporting greater career advancement opportunities for our production workforce and another seeking to address the challenges and opportunities arising from five generations being present in our workforce.

These statistics and examples represent only a portion of the ongoing diversity & inclusion initiatives within the organization, and more importantly they showcase the shared values and unwavering commitment by our employees to ensure Littelfuse remains a great place to work, develop and grow.

We continue to invest in an inclusive culture, engaging external experts to deliver inclusion training some of our senior leaders across the Company.



Talent Development

From our production lines to our engineering labs, the office or distribution center, a culture of continuous learning is essential to remaining competitive in our industry. Additionally, we believe that it is our duty to our employees to ensure that they are afforded appropriate development resources and opportunities in pursuit of their career goals.

Training & Development

Training and development programs we offer vary based on employee role and individual needs. For example, learning programs provided to our production employees are typically offered in the form of in-person workshops and focus on content such as Lean Six Sigma, ethics and compliance, and safety requirements.

For professional and support employees, structured training is now predominantly offered in the form of online courses, and virtually delivered sessions. Primary topics include, core leadership skills, technical/functional competency development and programs to support an inclusive environment.

Additionally, as we are building a more connected global HR function, we have identified robust coaching and development programs from our China and Mexico operations that are being replicated across the organization.



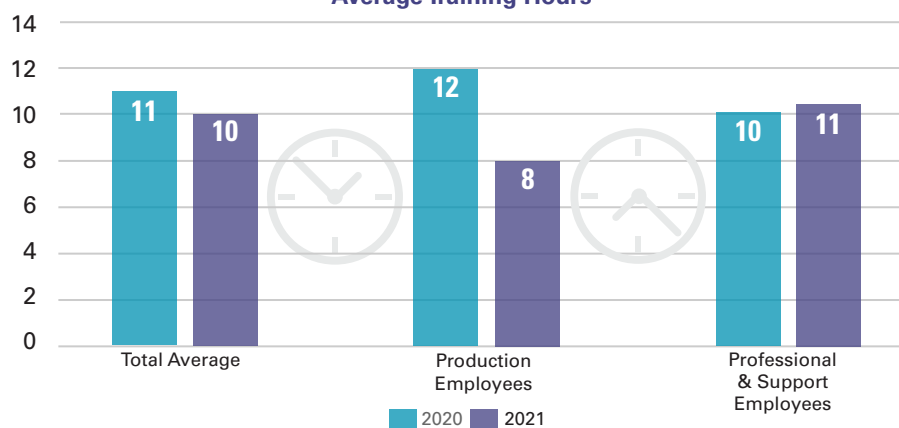
Training Hours

During 2021, our employees completed more than 131,000 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.

Training Topics:

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

Average Training Hours*



*Excludes training data for our Carling Technologies employees as that acquisition closed on November 30, 2021.

Talent Development (continued)

Performance Management

Meaningful, ongoing feedback is an essential component of talent development at Littelfuse. Our managers are expected to conduct regular individual check-ins and team meetings throughout the year, supplemented with a 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-performance organization.

Talent Reviews & Succession Planning

Building and maintaining a strong talent pipeline is essential to sustained performance and achievement of our growth strategy. Our Human Resources team partners with business and functional leaders to conduct talent reviews throughout the year, focused on ensuring Littelfuse has the right mix of talent to meet current and future requirements. Since our last report, we have implemented new processes to identify business-critical roles and proactively build broader, more diverse succession plans. We have also moved from annual talent review events towards integrating regular talent discussions as part of our ongoing leadership meetings.

During 2021, we continued the Mentoring Program as part of our talent development effort in Asia and initiated a new program with the Women's Initiative Network (WiN) in the U.S. and Europe. There were seventy mentor and mentees who participated in the Mentoring Programs across the Company.



Community Involvement

Giving Back Globally

At the foundation of the Littelfuse culture and our humble beginnings, we have always taken pride in giving back to the communities where we live and work because it is the right thing to do. The goal of our community involvement program is to leverage the engagement of Littelfuse employees to make a positive impact. Focus areas include STEM (science, technology, education, and math) education as well as engagement with local community organizations, and community support organizations like United Way.

Due to the continued health and safety concerns posed by COVID-19, we postponed many of our hands-on volunteerism efforts that have defined our community engagement strategy in recent years. Nonetheless, our employees around the world still searched for creative and virtual ways to give back to the communities where we live and work through the following projects.

United Way

United Way has been a key part of our community engagement strategy over the past several years. By leveraging United Way's deep understanding of the needs of the community, Littelfuse helps engage the caring power of communities to advance the common good. Littelfuse employees across the United States participated in our corporate campaign to raise funds for United Way and its affiliated agency partners in the community. For the third year in a row, employee contributions, combined with a dollar-for-dollar company match, exceeded our campaign goals, raising more than \$100,000.

Future Belongs to Electronics Engineers

Like many countries around the world, the demand for qualified engineers in Kaunas, Lithuania, significantly outweighs the availability of skilled professionals in the market. To tackle this constantly widening gap, the Littelfuse team in Kaunas joined with other large manufacturers of electronic components, local educational institutions, and government agencies to launch an innovative, region-wide campaign, "Future Belongs to Electronics Engineers." The parties agreed to collaborate on a long list of activities to promote electronics engineering career opportunities through public virtual tours and online lectures, informative videos, and guided excursions. The campaign, aimed at high school students, parents, and teachers, has an ambitious goal — to double the number of applicants to electronics engineering study programs within the next five years.



Community Involvement (continued)

Community Engagement

The team in Piedras Negras, Mexico hosted more than 70 children from a local children's home, providing gifts and celebrating the holiday season. Local employees recognized and celebrated the local Red Cross organization and a local fire and rescue department, delivering symbolic Littelfuse green desserts, gloves, thermo cups and other gifts to show their appreciation. Later in the month, employees provided support to a local hospital by donating equipment and inviting staff, patients, and their families to enjoy hot food and drinks on the hospital premises. Employees visited the San Vicente de Paul nursing home in Piedras Negras, spending time with nursing home residents. Our facility maintenance teams provided repairs and other needed services. Littelfuse Mexico employees visited a local rehabilitation center focused on helping addicts in recovery celebrate and embrace a new way of life. Employees brought gifts, food, and various sporting equipment to help the patients pass their leisure time more actively. And, finally employees donated blankets, sweaters, gloves, and scarves to a local shelter, migrant center, and rehabilitation clinic.



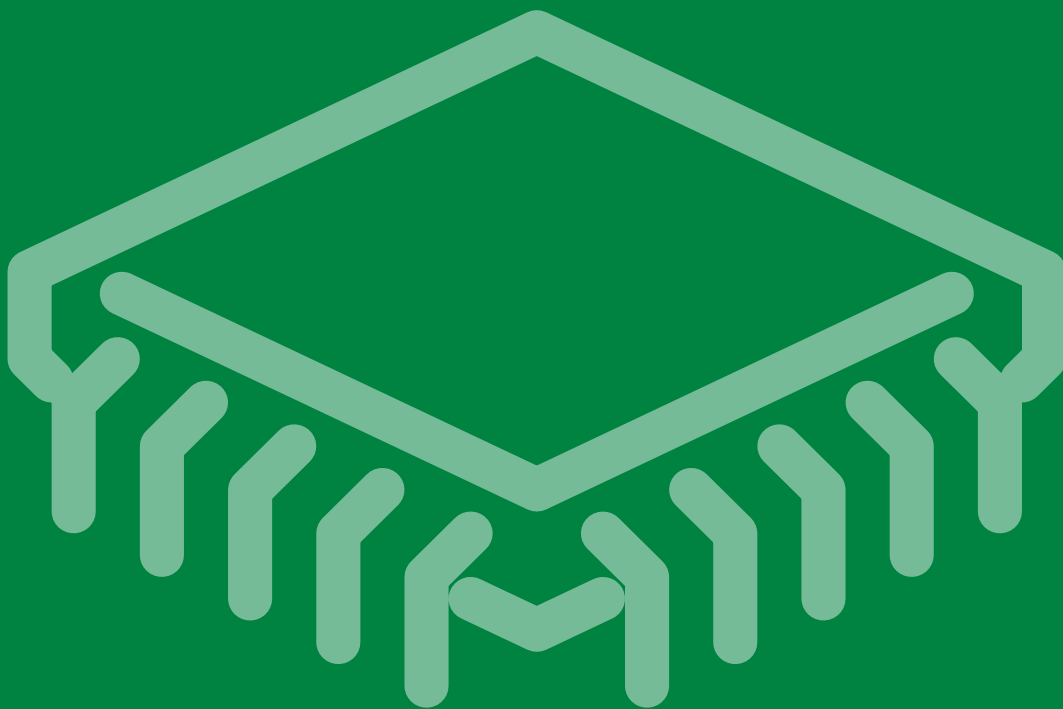
littelfuse
lies | Answers Delivered

防控防疫，力特与您“益路同行” 志愿者在行动！

The team in Wuxi, China sponsored an initiative to support local organizations with frontline workers struggling with the COVID-19 pandemic through providing much needed PPE (personal protective equipment). Donations also included bottled water, energy drinks, canned meals, and other supplies to help frontline workers stay fresh and hydrated during the hot summer weather.



Our **Products**



Product Development & Innovation

We are focused on enhancing our product offering to help empower a **sustainable, connected, and safer** world. Customer-driven innovation and the ongoing expansion of our portfolio have been central to our historical growth.

Within **industrial end markets**, we partnered with customers on sustainability and safety-related applications and captured new business in renewable energy and Industry 4.0 applications. We delivered innovative new products to meet tighter safety requirements for food and beverage, and general industrial applications. In addition, we strengthened our product offerings with the acquisition of Hartland Controls in January 2021. This acquisition accelerated our growth in the heating, ventilation, air conditioning, and refrigeration (HVAC/R) end markets.

Turning to **transportation end markets**, we expanded our eMobility investments to support electrification with OEMs and Tier 1s. For passenger vehicles, we captured design wins within battery management and protection systems for EVs, on-vehicle charging and EV charging infrastructure applications. We also secured automotive electronics wins on infotainment and telematic systems, and advanced safety systems. In commercial vehicles, we secured design wins across electric trucks and buses, material handling and agricultural equipment markets. We more than doubled the size of our commercial vehicle business with our acquisition of Carling Technologies in November 2021. This acquisition significantly expands our technology offerings, strengthens our engineering, design, and test capabilities, and enables critical scale.

Across **electronics end markets**, we leveraged our differentiated and expansive go-to-market strategy. We captured business wins through our broad distribution channel and OEM partnerships. These wins included content growth across appliances and building and home automation, battery management systems within tablets and notebook computers, and 5G infrastructure. Data centers and cloud storage also continued to be a major source of growth as online gaming and streaming services drove increased demand. In addition, we accelerated advancements in our digital presence to meet evolving user expectations and hybrid work requirements.



Product Development & **Innovation** (continued)

INDUSTRIAL END MARKETS

We launched the 400PVfuse series, a circuit protection component that offers low resistance for photovoltaic (PV) applications. These fuses are designed to address the latest trend in solar roofing by enabling PV shingles that integrate both the shingles with the PV cells while incorporating protection that meets the UL 248-19 standard for PV applications.



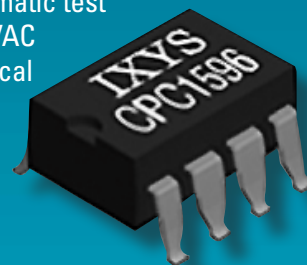
TRANSPORTATION END MARKETS

We released the EV1K series, an electric vehicle (EV) fuse, designed to protect high-voltage, high-current on-board applications in electric and hybrid vehicles as well as offboard charging applications. This innovative fuse was specifically built from the ground up to meet the strict requirements and standards of the electric vehicle industry.



ELECTRONICS END MARKETS

We commercialized the first high-voltage, optically-isolated MOSFET gate driver on the market that requires no external power supply, yet can provide fast load turn-on speeds in the order of tens of microseconds. This product is ideal for power electronic applications including industrial controls, automatic test equipment, HVAC controls, medical devices, and the internet of things.



Product Development & **Innovation** (continued)

Product Environmental Compliance

During 2021, we created a product environment compliance steering committee to help elevate our product environmental strategy, governance, systems, communicate business goals and objectives, and align with internal information technology teams and resources. We also made significant software investments in product environmental management technology with the strategic roadmap to:

- ensure our accurate and timely reporting to all stakeholders
- continue execution on product environmental compliance
- transition away from banned, restricted, and harmful substances in products
- leverage product stewardship as a competitive advantage



An example of product stewardship providing a competitive advantage is with respect to our use of raw materials. In certain manufacturing phases, we collect excess rubber before the curing process, so it can be used for new products. The result is we use less rubber in our manufacturing process and realize significant cost savings.

Stakeholder Recognition

We exceed our customers' expectations through our product innovation, and our commercial and operational excellence, that is built upon our Enterprise Lean Six Sigma culture, global presence, and application expertise. The efforts of our talented employees have been recognized

in these areas by our key business partners. Further, our commitment to support our talented employees has also received recognition from various stakeholders. We pride ourselves in attracting bright minds who, as evidenced by our stakeholder recognition, make a big impact.



Our **Environmental Impact**



Our Environmental **Impact**



Littelfuse is committed to responsibly conducting its manufacturing and distribution operations to protect our employees, communities, and the environment. Littelfuse manufacturing facilities either follow or are certified to a management system aligned with ISO 14001, which provides us with a means to assess our environmental impacts. In addition to formalized projects in resource conservation, our sites use our enterprise lean six sigma manufacturing operating system to seek reductions in waste generation and raw material, energy, and water usage.

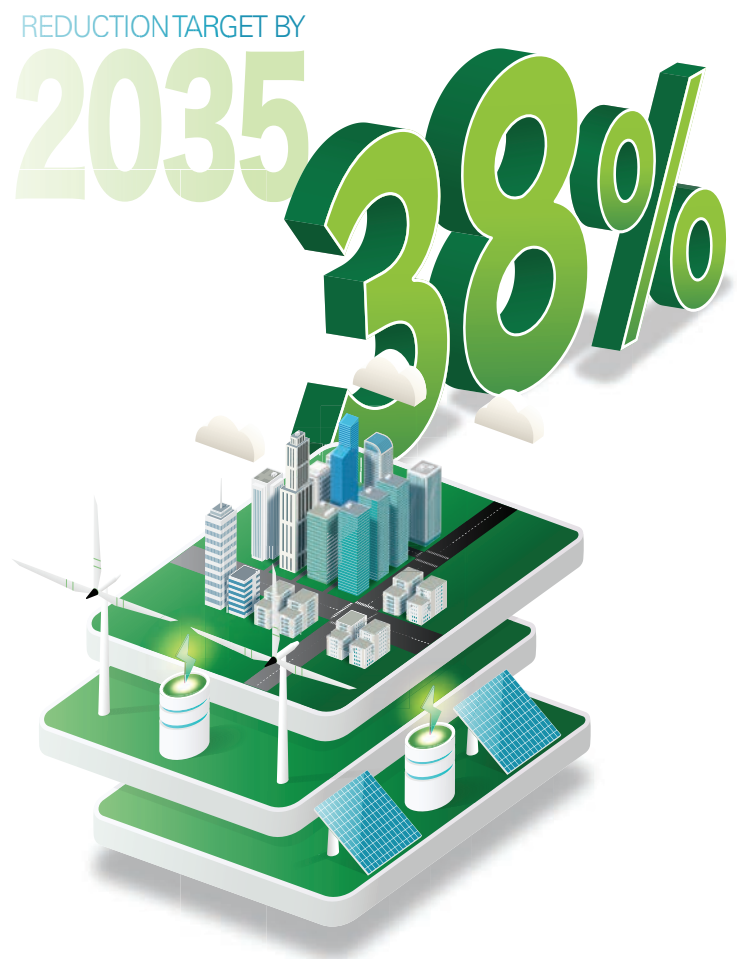
We are increasing our focus on the emerging global challenges related to climate change, depletion of stratospheric ozone, and the worldwide water crisis. We continue to progress in understanding our greenhouse gas (GHG) emissions through our annual sustainability report and our response to the CDP's Climate Change questionnaire. In 2021, we conducted internal, company-wide energy audits for all manufacturing facilities to identify opportunities for energy reduction. Additionally, we utilize our GHG emissions data to monitor our progress towards achieving our goal of a 38% reduction in scope 1 and scope 2 GHG emissions by 2035, based on our 2019 emissions.

In 2021, we used FourTwenty Seven, Inc. (Moody's ESG Solutions affiliate) to evaluate our exposure to the physical climate risks at our manufacturing facilities. FourTwenty Seven provided risk scores for our sites for the following physical climate risks: floods, heat stress, hurricanes and typhoons, sea level rise, water stress, and wildfires. These risk scores allowed us to understand better our physical climate risks for our manufacturing facilities and our dependency on natural resources such as water and energy. Further, this data helps us to

identify areas where our reduction initiatives will have the most significant impact.

At the core of our lean manufacturing operating system is a focus on various aspects of waste reduction and elimination. Accordingly, our manufacturing facilities regularly implement projects to reduce waste generation and energy, water, and chemical use.

This report includes information regarding our energy, water, greenhouse gas emissions, and waste generation and conservation or reduction initiatives.



Energy Efficiency

Energy efficiency is a critical component of our business strategy in our operations and the technologies we offer in the marketplace. We develop products to address the increasing demand for renewable energy technologies, including smart meters, wind turbines, solar panels, energy storage systems, power optimization, and the electrification of transportation applications and increased efficiency of industrial motor drives. At the same time, we continue to invest in programs to ensure our operations conserve energy and rely upon renewable energy where possible.

The energy data gathered to complete our response to the CDP's Climate Change questionnaire pinpointed our manufacturing facilities which are the largest energy consumers, and we are focused on programs to reduce energy consumption at these facilities. However, all facilities play a part in reducing energy consumption to slow climate change, which is why all manufacturing facilities were required to conduct energy audits in 2021.

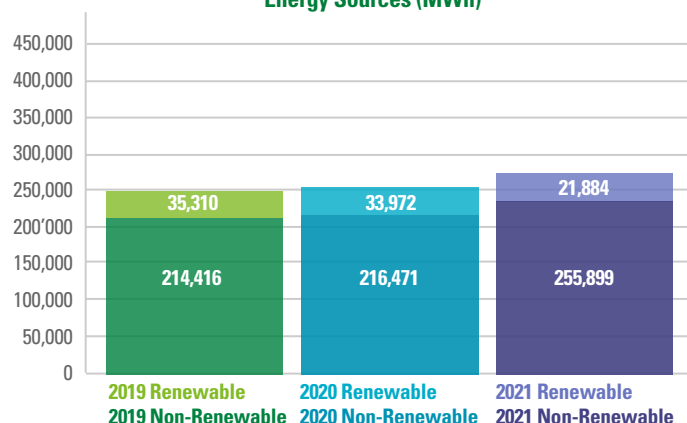
Our requirements around this assessment include:

- 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 efficiency

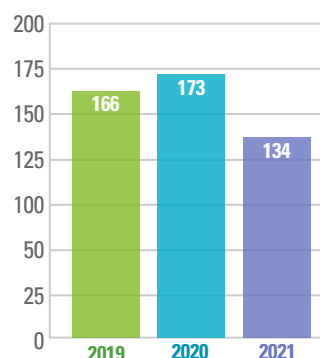
While energy efficiency in facilities is a focus, we are looking to increase the use of renewable energy in our operations with PPAs (power purchasing agreements), solar panels, and other sources.

Although our overall energy consumption increased during 2021 as we grew our business, our energy intensity decreased by 23%. We will be recalculating our baseline in 2023 due to the completion of multiple acquisitions in 2021.

**Energy Consumption
Renewable vs Non-Renewable
Energy Sources (MWh)**



**Energy Intensity
(MWh/\$M Revenue)**



We continue to invest in programs to ensure our operations optimize energy efficiency through our energy conservation initiatives.



Water Use

We strive to use our natural resources responsibly and have implemented enterprise lean six sigma projects in our facilities to help optimize our water usage. Most of the water used at our sites is municipal water, with a small amount of groundwater at one factory. Our business is not uniformly water intensive. However, our semiconductor facilities use more water than our comparably sized electronic assembly facilities. Most of our sites are in

water stress areas, as determined by Four Twenty Seven results and Aquaduct Projected Water Stress rankings (www.wri.org). While we are focused on our facilities that operate in areas of water stress, we also are looking at opportunities for improving water conservation at all facilities.



Water Use (continued)

Our facilities' investigations of water reduction and conservation initiatives include:

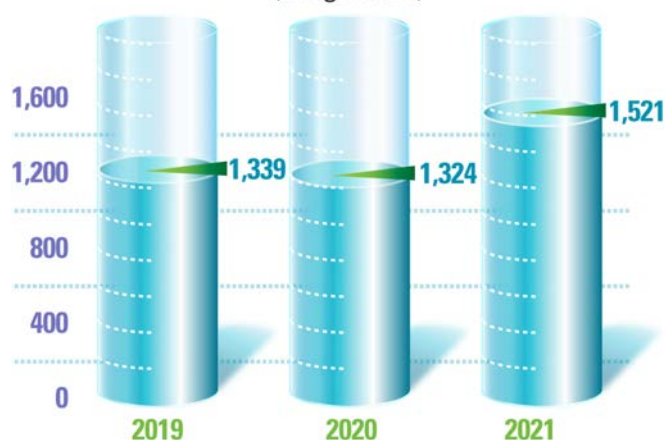
- Regulating water usage
- Organizing work to minimize water loss
- Turning off water taps when not in use
- Encouraging employees to report leaking faucets, toilets, and water fountains
- Insulating hot water pipes
- Adjusting lawn watering schedules to low evaporation periods of the day
- Regularly scheduled preventative maintenance

- Upgrading restroom fixtures with water efficient models
- Regular communication of conservation awareness from the EHS team to all employees.

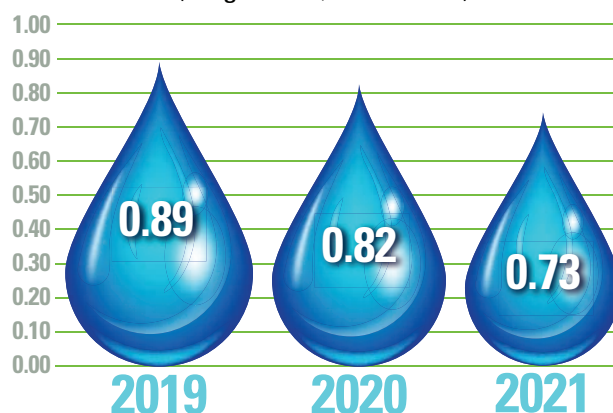
Our total water withdrawal decreased slightly from 2019 to 2020 and increased in 2021 to meet growing production demands.

The initial results of our water conservation initiatives are shown below, which reflects a 11% reduction from 2020 to 2021 in our water intensity, and an 18% reduction since 2019.

Total Water Withdrawal (megaliters)



Water Intensity (megaliters/\$M Revenue)



Our Wuxi, China manufacturing site installed a system to recycle nickel-containing wastewater, which allowed them to direct the reverse-osmosis permeate water to reuse, rather than discard it as wastewater. The resulting savings was approximately 84,000 metric tons of water annually.

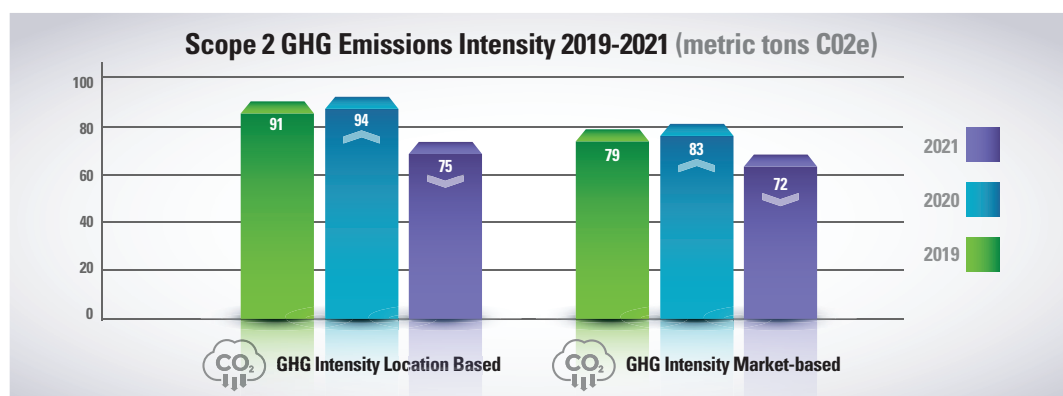
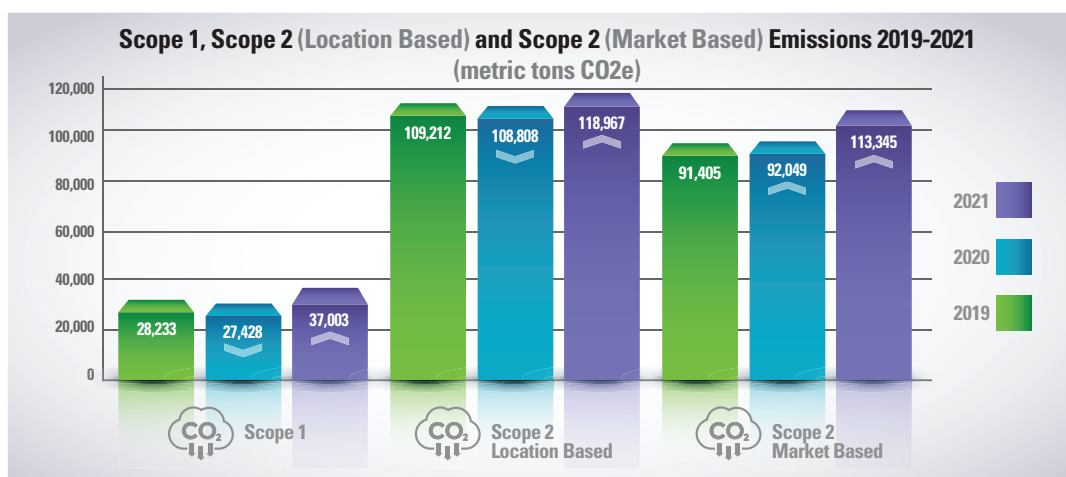
Our Lipa City, Philippines manufacturing site reduced its average daily water consumption by [26%] in 2021 as a result of installing a water recovery system for certain machines to reuse water from production.

Greenhouse Gas (GHG) Emissions

Our continued GHG reduction efforts and priorities are based on our intensity goal to achieve a 38% reduction of scope 1 and scope 2 emissions by 2035, based on 2019 emissions. A key element of our sustainability strategy is to reduce our carbon footprint. Our participation in CDP reporting and internal data management initiatives have highlighted the need for more robust data collection processes to better monitor and manage our scopes 1 and 2 emissions. In addition to adding two recently acquired manufacturing facilities, we expanded our CDP data collection processes to include previously excluded assets, such as smaller sales offices, laboratories, and research and development locations.

The high demand for our products in 2021 increased our scope 1 emissions by 35%, and our scope 2 location-based emissions by 9%, and our scope 2 market-based emissions by 23%. However, our overall location-based emissions intensity decreased by 20% and our market-based emissions intensity decreased by 13% due primarily to the record revenue in 2021.

As we focus on energy reduction, increased use of renewable energy, and better management of our chemical processes, we worked closely with our manufacturing facility leaders to implement energy audits, action plans, and targeted budgets by the end of 2021.



Greenhouse Gas (GHG) Emissions (continued)

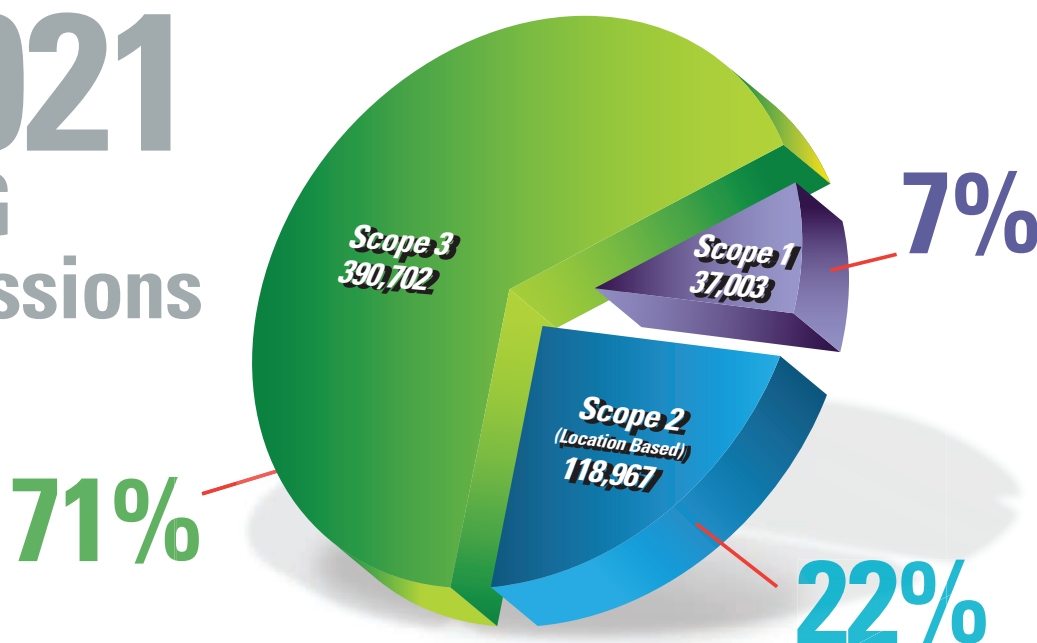
In addition to our initiatives to reduce the impact of our manufacturing footprint, we have initiated the review of our broader business impact through collecting our Scope 3 GHG emissions data. This data is our first step towards building our strategy to manage our Scope 3 GHG emissions, with an initial focus on the following categories:

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

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

Our estimated 2021 Scope 3 emissions for the categories above represent approximately 71% of our total GHG emissions, with the detailed estimates included with our Environmental Metrics on [page 64](#). Additional information regarding our initiatives to further engage our supply chain to identify meaningful reduction opportunities is on [page 47](#).

2021 GHG Emissions



Waste & Hazardous **Material Management**

The foundation of our waste reduction strategy is centered on three concepts: reduce, reuse, and recycle.

Our Enterprise Lean Six Sigma teams hold innovation events and project competitions to encourage our employees to develop creative ways to eliminate or reduce waste throughout our business and production processes. During 2021, our employees completed 1,288 Lean projects.

Examples of waste reduction actions taken by our manufacturing facilities include:

- Our Kunshan, China facility identified an opportunity to reduce the amount of liquid crystal polymer (LCP) used in our molding process through the optimization of our equipment structure, resulting in approximately 46% less raw material waste.
- Our Kaunas, Lithuania facility identified a process to regrind and reuse scrap resin from passenger vehicle switches

Waste Hierarchy



production, resulting in a 38% waste reduction and material cost savings.

The overall waste generated in our operations increased by 42%, primarily due to the high demand for our products, and as we increased our number of manufacturing locations in 2021. We strive to reduce our overall waste generated and conserve raw materials and resources used in production.

Waste Generated (metric tons)



Waste & Hazardous Material Management (continued)

Many of our manufacturing facilities use hazardous chemicals in production. Our chemical handling procedures meet or exceed compliance with federal, state, and local health and safety regulations and include requirements for training, chemical handling, labeling, storage, communications, personal protective equipment, and emergency response.

Our teams are working to find creative solutions for reducing the use of hazardous chemicals:

- The team in Shanghai, China, installed a solvent recovery system that allowed alcohol to be used three times, resulting in a 27% decrease in usage and waste disposal.
- The team in Lampertheim, Germany, identified an opportunity to reduce the sulfuric acid used in wafer manufacturing by modifying specific production processes, resulting in 48% less sulfuric acid consumption for wafer manufacturing and a reduction in hazardous waste disposal.



Our **Suppliers**



Sustainable Supply Chain

Just as Littelfuse is committed to the highest standards of social and environmental responsibility and ethical conduct, we expect our business partners to embrace these same requirements. Our suppliers are expected to conduct business with us in accordance with the Labor, Health & Safety, Environmental, Ethics, and Management System principles outlined in our [Supplier Code of Conduct](#), which is based on Responsible Business Alliance (RBA) standards.

We distribute our [Supplier Code of Conduct](#) and [Supplier Quality Manual](#) to all new suppliers and request their acknowledgment of our expectations. 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.

Supplier Management Framework

Our Supplier Development Engineering (SDE) team supports our global business partners by assisting with developing qualified, competitive, and reliable, high-quality suppliers to ensure we maintain our overall performance to meet our customers' needs. In addition to communicating our expectations through our Supplier Quality Manual, our SDE team manages supplier communication campaigns, prepares scorecards to monitor and measure our critical suppliers, and conducts regular audits and evaluations. Suppliers are selected for audit by the SDE team based on an internal risk assessment and purchase volumes. This audit includes ensuring compliance with our Supplier Quality Manual and our Supplier Code of Conduct.



Our Commitment to Human Rights

- Communicate our zero-tolerance policy for human-trafficking, modern slavery and child labor in our supply chain through our [Anti-Human Trafficking and Modern Slavery Policy](#) and our [Supplier Code of Conduct](#)
- Require our Procurement and HR teams to complete Slavery and Human Trafficking Training - achieved 99% completion in 2021
- Maintain robust conflict minerals due diligence program with historically high supplier participation of 89%+ over the past three years

Sustainable Supply Chain (continued)

Supplier Sustainability Journey

In 2021, all direct material suppliers were asked to complete an initial Supplier Sustainability Self-Assessment to help us learn more about our suppliers' policies and practices on certain sustainability topics including ethics, labor, environment, and sustainable procurement.

Supplier Sustainability Self-Assessment Results

- Received responses from 679 direct material suppliers (37%)
- Responding suppliers with policies and systems around Labor and Ethics: 82%
- Responding suppliers with environmental policies 88%, environmental systems: 51%

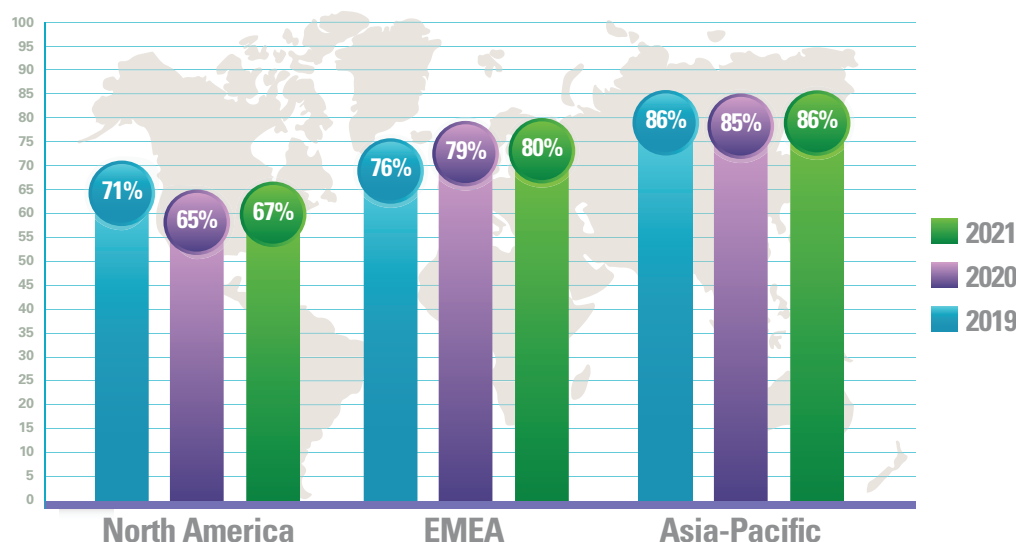
These self-assessment results are the starting point in our engagement with suppliers on their sustainability practices. During 2021,

we further reviewed systems to assist in our supplier risk assessment process with the goal to incorporate supplier environmental, social, and governance data in our existing supplier risk management program.

Additionally, we have redefined our supplier selection strategy to focus our spend with suppliers that share our Core Values, operate in accordance with our Code of Conduct, and mitigate supply risk while supporting our ability to deliver on time products to our customers.

In 2021, we worked with approximately 7,900 suppliers and service providers in North America, Europe, and Asia. Of those suppliers, approximately 1,857 suppliers provide direct materials used in our production (or manufacturing) processes. The following chart shows the percentage of our manufacturing sites' 2021 procurement budget that was spent on local suppliers within the site region.

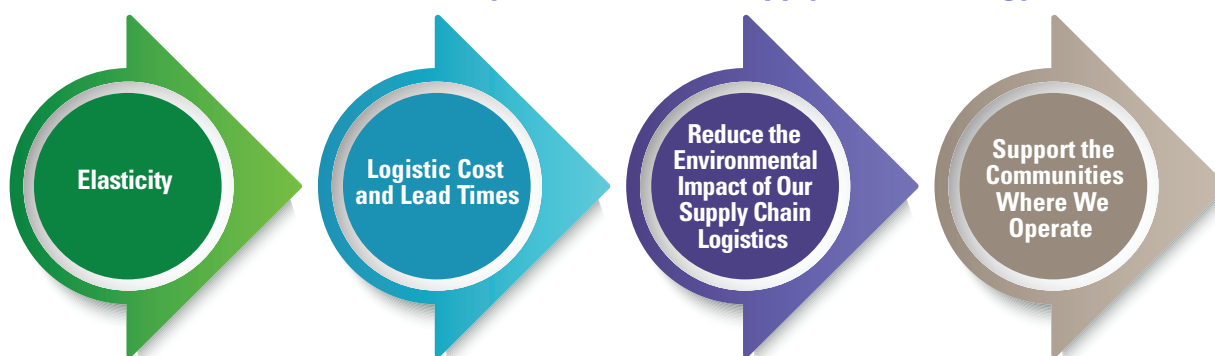
Procurement Budget Spent (%) on Local Direct Material Suppliers (2019-2021)



Sustainable Supply Chain (continued)

To reduce our GHG emissions, provide faster response to our customers, and to take advantage of our global footprint, we continue to assess our manufacturing and sourcing strategy to ensure the greatest efficiency and localization to the markets that we serve. Through these localization initiatives, we strive to increase our percentage of local suppliers to our manufacturing locations in all regions.

Supplier Localization Initiatives Are A Key Element To Our Supply Chain Strategy To Enhance Our:



Conflict Minerals

Littelfuse is committed to supporting human rights throughout our supply chain and we have established processes to ensure that our sourcing practices are consistent with this guiding principle. Accordingly, our due diligence efforts support the responsible sourcing of conflict minerals in our supply chain, including tantalum, tin, tungsten, and gold (the “Conflict Minerals”) from the Democratic Republic of Congo or adjoining countries. We conduct an annual reasonable country of origin inquiry with our direct material suppliers to obtain information regarding the origin of any Conflict Minerals used in their manufacturing processes, and to identify the Conflict Minerals processing facilities within their supply chains. 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. Our suppliers are required to provide information to us on the Conflict Minerals Reporting Template, in accordance with the recommendation

from the Responsible Minerals Initiative (“RMI”).

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

Our Conflict Minerals due diligence program has historically received high response rates from suppliers, in excess of 89% for the past four years. Our 2021 campaign resulted in a supplier response rate of 68% at the time of our SEC Form SD filing in May 2022, however, we continued our due diligence efforts. After further supplier engagement, by August 1, 2022, we achieved 89% response rate from our suppliers regarding their conflict minerals sourcing. In 2022 we plan to improve our supplier data quality, and engage suppliers earlier in our due diligence efforts to ensure we continue to meet the high standards we have set for doing business only with suppliers with the highest ethical labor and sourcing practices.

GRI 3-3

Sustainable Supply Chain



(continued)

As part of our commitment to source responsibly, Littelfuse is a member of the Responsible Minerals Initiative (RMI). We utilize information from RMI to confirm the information provided by our suppliers,

and our procurement team regularly participates in training opportunities to stay up to date on best practices that support responsible sourcing of minerals from conflict-affected and high-risk areas.



About This **Report**



About This Report

Our leading product technologies empower our customers to improve the safety, reliability, and performance of their products across the industrial, transportation, and electronics end-markets we serve. Littelfuse has grown and expanded over our 95 year history with the ever-evolving electrification and electronification of applications, increasing the complexities, and ultimately driving increased content opportunities for our products.

Our Sustainability Reporting goal is to continuously communicate our commitment and progress towards our key internal sustainability initiatives. This report has been prepared in accordance with GRI Standards. 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 2021, that ended on December 31, 2021.

There are no restatements of information or changes in our reporting. We will provide updates on our performance and progress towards the sustainability initiatives discussed herein, as well as others, on an annual basis.

Littelfuse did not engage third-party services to validate the information in this Sustainability Report. We have internally validated data through the engagement of our Internal Audit Services organization and are working towards incorporating the information gathering process into our global operating system, the Littelfuse Operating System (LFOS).



GRI 2-3

2-4

2-5

Engaging with Stakeholders

This report aligns with the GRI Stakeholder Inclusiveness principles to capture the priorities of our stakeholders to define our material topics, detailed on page 53.

Our sustainability initiatives were 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, and the Littelfuse Leadership Team. This committee led the effort to engage a broad selection of Littelfuse employees to help determine our key stakeholders. The expanded group identified our key stakeholders as our customers, employees, investors, and the communities where we live and work. Each member of this group then provided input on the perspectives of our key stakeholders to help us identify our material topics. These topics are the areas of focus for 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. Every Littelfuse employee goes 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 purchase price. Additional customer satisfaction metrics that are monitored include response time, issue notification, repeated service issues, quality support, and completion of new product documentation.



Contact our Global Sustainability Steering Committee

Our Global Sustainability Steering Committee welcomes comments and feedback.

Please contact us at sustainability@littelfuse.com.

GRI 2-3

GRI 2-29

GRI 3-1

Engaging with **Stakeholders** (continued)

Employees: We hire bright minds who want to make a big impact and are committed to improving the safety, reliability, and performance of our customers' products. Our employees are critical to our success; and therefore, we look to attract, retain, and develop 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. Management is encouraged to engage regularly in one-on-one meetings with their direct reports to ensure our global employees remain engaged in the business and their professional development. Littelfuse employees also provide feedback to management through various survey initiatives and through the Ethics Helpline that provides a 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 stockholders. Engagement forums include phone calls or video meetings, conferences, and non-deal roadshows. In response to the ongoing COVID-19 pandemic, we continued our virtual stockholder engagement efforts through the majority of 2021 and effectively executed our planned outreach events. In addition, in February 2021, we hosted a virtual investor and analyst event to communicate our five-year (2021 – 2025) growth strategy. Post-event feedback was extremely positive, citing effective communication of our long-term strategy and financial framework and targets.

Communities: Littelfuse encourages and sponsors employees to donate their time and other resources to improve the communities where we live and work. Our teams around the globe regularly engage in local community outreach, sponsoring activities and initiatives that align with our overall community involvement strategy. The causes we support include STEM education, community improvement, and environmental stewardship. We further partner with organizations such as United Way in the U.S. to expand our awareness of specific needs within our community.



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:



The importance of each topic to our stakeholders and our company are shown below 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 within this report.



United Nations Sustainable Development Goals (SDGs)

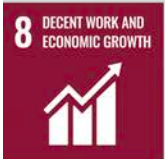
SUSTAINABLE DEVELOPMENT GOALS

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



SUSTAINABLE DEVELOPMENT GOALS

	Goal	LFUS Progress	LFUS Material Topic	GRI Standard
 3 GOOD HEALTH AND WELL-BEING	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 - Multi-year COVID-19 safety protocols, including hosting vaccination events - Health and safety committees - Commitment to lower injury rate in the workplace, with 232 total recordable incident rate in 2021	Health & Safety in the Workplace	403
 5 GENDER EQUALITY	Gender Equality Achieve gender equality and empower all women and girls.	22% women on our Board of Directors 53% women in our global workforce 20% leadership positions held by women - Policies, procedures, and training regarding non-discrimination 18% director level and above leaders participated in expert training on inclusion	Diversity & Equal Opportunity Training & Education / Career Development	405
 6 CLEAN WATER AND SANITATION	Clean Water and Sanitation Ensure availability and sustainable management of water and sanitation for all.	21% reduction in water intensity from 2020 to 2021 8% 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	Affordable and Clean Energy Ensure access to affordable, reliable, sustainable, and modern energy for all.	8% use of renewable energy in 2021 23% decrease in energy intensity 100% of our manufacturing sites completed energy audits in 2021 and established energy efficiency action plans	Energy Management	302
 8 DECENT WORK AND ECONOMIC GROWTH	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 99% completion of training on Human Trafficking and Modern Slavery by our HR and Procurement Team members - Adoption of global Anti-Human Trafficking Policy to establish our zero-tolerance policy for forced labor - Adherence to requirements under the California Transparency in Supply Chain Act	Business Ethics Sustainable Supply Chain Health & Safety in the Workplace	2-23 2-30

SUSTAINABLE DEVELOPMENT GOALS (continued)

		Goal	LFUS Progress	LFUS Material Topic	GRI Standard
	Industry, Innovation & 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 \$2.08B annual revenue in 2021	Innovation Economic Performance	201
	Reduced Inequalities	Reduce inequality within and among countries	• 42% 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
	Responsible Consumption and Production	Ensure sustainable consumption and production patterns	• Formed product environment compliance steering committee and invested in technology and resources to leverage product stewardship as a competitive advantage • Lean teams within the manufacturing sites regularly hold innovation events to encourage waste reduction • 1,288 Enterprise Lean Six Sigma projects completed during 2021 • 89% of our in-scope suppliers responded to our conflict minerals due diligence screening	Waste & Hazardous Material Management	306
	Climate Action	Take urgent action to combat climate change and its impacts	• Manufacturing facilities either follow or are certified to a management system aligned with ISO 14001 • Established GHG emission reduction goal of 38% by 2035, in line with the Paris Agreement to keep global temperatures below 2 degrees above pre-industrial levels • Published initial scope 3 emissions data to start understanding our broader organizational impact • Reduced our Scope 2 Location Based GHG emission intensity by 20% and our Scope 2 Market Based GHG emissions intensity by 13% • Utilized third party to evaluate our exposure to physical climate risks at our manufacturing facilities, to identify the areas where our reduction initiatives will have the most impact	Climate Change / GHG Emissions	305

GRI Content Index

CONTENT INDEX

ESSENTIALS SERVICE

2022

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for

disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

GRI Standard	Disclosure	Page Number(s), URL(s), and/or Direct Answers	Omission		
			Part Omitted	Reason	Explanation
GRI 1: Foundation 2021					
Statement of Use:	Littelfuse, Inc. has reported in accordance with the GRI Standards for the period January 1, 2021 through December 31, 2021.				
GRI Used:	GRI 1: Foundation 2021				
GRI 2: General Disclosures 2021					
	2-1 Organization details	Company Profile, Page 6			
	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, Page 50			
	2-4 Restatements of information	About this Report, Page 50			
	2-5 External assurance	About this Report, Page 50			
	2-6 Activities, value chain and other business relationships	Company Profile, Pages 5-6 Product Development & Innovation, Pages 31-33 Stakeholder Recognition, Page 34 Sustainable Supply Chain, Pages 45-48			
	2-7 Employees	Social Metrics, Pages 63-64			
	2-8 Workers who are not employees	Social Metrics, Pages 63-64			
	2-9 Governance structure and composition	Governance & Ethics, Pages 10-11			
	2-10 Nomination and selection of the highest governance body	Proxy Statement, Page 13			
	2-11 Chair of the highest governance body	Proxy Statement, Page 11			
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance & Ethics, Page 11			
	2-13 Delegation of responsibility for managing impacts	Governance & Ethics, Page 11			
	2-14 Role of the highest governance body in sustainability reporting	Governance & Ethics, Page 11			
	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.			
	2-16 Communication of critical concerns	Proxy Statement, Page 19. 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.			

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(continued)

GRI Standard	Disclosure	Page Number(s), URL(s), and/or Direct Answers	Omission		
			Part Omitted	Reason	Explanation
	2-17 Collective knowledge of the highest governance body	Proxy Statement, Pages 5-8 and 12-13			
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement, Page 14			
	2-19 Remuneration policies	Proxy Statement, Pages 24-35			
	2-20 Process to determine remuneration	Proxy Statement, Pages 24-35			
	2-21 Annual total compensation ratio	Proxy Statement, Page 48			
	2-22 Statement on sustainable development strategy	CEO Message, Page 3			
	2-23 Policy commitments	Sustainability - Annual Sustainability Report - 2021 CDP Climate Change Disclosure Report Social Policies - Anti-Human Trafficking and Modern Slavery Policy , - Company Culture - Conflict Minerals Statement - 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 - 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.			
	2-25 Process to remediate negative impacts	Engaging with Stakeholders, Pages 51-52 Ethics & Compliance Program, Page 14			
	2-26 Mechanisms for seeking advance and raising concerns	Ethics & Compliance Program, Page 14			
	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.			

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GRI Standard	Disclosure	Page Number(s), URL(s), and/or Direct Answers	Omission		
			Part Omitted	Reason	Explanation
	2-29 Approach to stakeholder engagement	Engaging with Stakeholders, Pages 51-52			
	2-30 Collective bargaining agreements	Social Metrics, Pages 65-66			
GRI 3: Material Topics 2021					
	3-1 Process to determine material topics	Materiality Assessment, Page 53 Engaging with Stakeholders, Pages 51-52			
	3-2 List of material topics	Materiality Assessment, Page 53			
	3-3 Management of material topics	The management of each material topic is described throughout this Report under the relevant section, listed below: Business Ethics, Pages 12-15 GRI 2: General Disclosure 2021 GRI 205: Anti-corruption 2016 GRI 418: Customer Privacy 2016 Training & Education/Career Development, Pages 26-27 GRI 404: Training and Education 2016 Health & Safety in the Workplace, Pages 20-22 GRI 403: Occupational Health and Safety 2018 Economic Performance, Page 6 GRI 201: Economic Performance 2016 Innovation, Pages 31-33 Water & Wastewater Management, Pages 38-39 GRI 303: Water and Effluents 2018 Diversity & Equal Opportunity, Pages 23-25 GRI 405: Diversity and Equal Opportunity 2016 Energy Management, Pages 36-37 GRI 302: Energy 2016 Climate Change / GHG Emissions, Pages 40-41 GRI 305: Emissions 2016 Sustainable Supply Chain, Pages 45-48 GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016 Community Involvement, Pages 28-29 GRI 413: Local Communities 2016 Waste & Hazardous Material Management, Pages 42-43 GRI 306: Waste 2020			
GRI 201 Economic Performance 2016					
	201-1 Direct economic value generated and distributed	Company Profile, Page 6 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, Pages 45-48 Social Metrics, Pages 65-66			
	302-3 Energy intensity	Energy Efficiency, Page 37 Environmental Metrics, Page 64			

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GRI Standard	Disclosure	Page Number(s), URL(s), and/or Direct Answers	Omission		
			Part Omitted	Reason	Explanation
GRI 205: Anti-corruption 2016					
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption & Bribery, Page 15			
GRI 302: Energy 2016					
	302-1 Energy consumption within the organization	Energy Efficiency, Page 37 Environmental Metrics, Page 62			
	302-3 Energy intensity	Energy Efficiency, Page 37 Environmental Metrics, Page 64			
GRI 303: Water and Effluents 2018					
	303-1 Interactions with water as a shared resource	Water Use, Pages 38-39			
	303-2 Management of water discharge-related impacts	Water Use, Pages 38-39			
	303-3 Water withdrawal	Water Use, Pages 38-39 Environmental Metrics, Page 64			
GRI 305: Emissions 2016					
	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas (GHG) Emissions, Pages 40-41 Environmental Metrics, Page 64 Littelfuse 2021 CDP Response			
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas (GHG) Emissions, Pages 40-41 Environmental Metrics, Page 64 Littelfuse 2021 CDP Response			
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas (GHG) Emissions, Pages 40-41 Environmental Metrics, Page 64 Littelfuse 2021 CDP Response			
	305-4 GHG emissions intensity	Greenhouse Gas (GHG) Emissions, Pages 40-41 Environmental Metrics, Page 64			
	305-5 Reduction of GHG emissions	Greenhouse Gas (GHG) Emissions, Pages 40-41			
GRI 306: Waste 2020					
	306-1 Waste generation and significant waste-related impacts	Waste and Hazardous Material Management, Pages 42-43			
	306-2 Management of significant waste-related impacts	Waste and Hazardous Material Management, Pages 42-43			
	306-3 Waste generated	Waste and Hazardous Material Management, Pages 42-43 Environmental Metrics, Page 64			Partial omission of 306-3(a) as we track waste generated, but we do not track the disposal categories.
GRI 308: Supplier Environmental Assessment 2016					
	308-1 New suppliers that were screened using environmental criteria	Littelfuse conducted a supplier sustainability self-assessment during 2021 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.			

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GRI Standard	Disclosure	Page Number(s), URL(s), and/or Direct Answers	Omission		
			Part Omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018					
	403-1 Occupational health and safety management system	Health & Safety Management System, Page 21			
	403-2 Hazard identification, risk assessment, and incident investigation	Hazard Identification, Risk Assessment, and Incident Investigation, Page 21			
	403-3 Occupational health services	Privacy, Page 17			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health & Safety, Page 20			
	403-5 Worker training on occupational health and safety	Health & Safety, Page 20			
	403-6 Promotion of worker health	Health & Wellness, Page 22			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety, Page 20			
	403-9 Work-related injuries	Health & Safety Performance, Page 22 Social Metrics, Pages 65-66			
GRI 404: Training and Education 2016					
	404-1 Average hours of training per year per employee	Talent Development, Pages 26-27			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 2021, 85% of professional employees completed annual performance review.			
GRI 405: Diversity and Equal Opportunity 2016					
	405-1 Diversity of governance bodies and employees	Diversity, Inclusion & Belonging, Pages 23-25 Governance Structure, Pages 10-11			Omission of 405-1(b)(ii), and partial omission of 405-1(b)(iii) as our report only contains employee ethnicity data within the U.S., as it is illegal in certain other countries to track ethnicity.
GRI 413: Local Communities 2016					
	413-1 Operations with local community engagement, impact assessments, and development programs	Community Involvement, Pages 28-29			
GRI 414: Supplier Social Assessment 2016					
	414-1 New suppliers that were screened using social criteria	Littelfuse conducted a supplier sustainability self-assessment during 2021 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			

SASB Index

Littelfuse uses the Sustainability Accounting Standards Board (SASB) Index to provide structured information on financial and pre-financial topics. Thereby we create transparency for our stakeholders in the

key sustainability dimensions of economic, ecological, and social performance. You will find detailed information by following the links to the graph below.

SASB Code	Accounting Metric	Category	Unit of Measure	2021
Energy Management				
RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ) Percentage	(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	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 2021.
Product Safety				
RT-EE-250a.1	Number of recalls issued, total units recalled	Quantitative	Number	No products were recalled in 2021.
RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting currency	\$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 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 Index (continued)

SASB Code	Accounting Metric	Category	Unit of Measure	2021
Materials Sourcing				
RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Discussion & Analysis	n/a	Refer to the Product Development & Innovation section Pages 31-33 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 the Governance & Ethics Section Pages 12-15
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
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	\$0.00

Activity Metrics

SASB Code	Accounting Metric	Category	Unit of Measure	2021
SASB Code,Metric,Category,Unit,LFUS Data				
RTE-EE-000.A	Number of units produced by product category	Quantitative	Number	Refer to our 10K
RTE-EE-000.B	Number of Employees	Quantitative	Number	Refer to the Social Metrics Section Pages 65-66

ESG Metrics Environmental

Environmental Data [1]	Unit	2021	2020	2019
Revenue	in millions	\$2,079.9	\$1,445.7	\$1,503.9
Manufacturing Facilities in Scope [2]	number	24	19	19
Other Facilities in Scope [2]	number	11	9	9
Energy Consumption [3]				
Non-renewable sources	MWh	255,899	216,471	214,416
Renewable sources	MWh	21,884	33,972	35,310
Total energy consumption	MWh	277,783	250,443	249,726
Energy Intensity	MWh/\$M Revenue	134	173	166
Water Usage				
Total water withdrawal [4]	megaliters	1,521	1,324	1,339
Water recycled	megaliters	114	*	*
Total water withdrawal from areas with water stress [5]	megaliters	1,133	961	963
Water Intensity	megaliters/\$M Revenue	0.73	0.92	0.89
Greenhouse Gas Emissions				
Scope 1	metric tons CO2e	37,003	27,428	28,233
Scope 2 - Location-based	metric tons CO2e	118,967	108,808	109,212
Scope 2 - Market-based	metric tons CO2e	113,345	92,049	91,405
GHG Total (Scope 1 & 2) - Location-based	metric tons CO2e	155,970	136,236	137,445
GHG Total (Scope 1 & 2) - Market-based	metric tons CO2e	150,348	119,476	119,639
GHG Emission Intensity Total - Location based	metric tons CO2e/\$M Revenue	75	94	91
GHG Emission Intensity Total - Market based	metric tons CO2e/\$M Revenue	72	83	79
Scope 3 Total*		390,702	*	*
Category 1: purchased goods and services	metric tons CO2e	213,688	*	*
Category 2: capital goods	metric tons CO2e	32,636	*	*
Category 3: fuel and energy related activities	metric tons CO2e	42,583	*	*
Category 4: Upstream transportation and distribution	metric tons CO2e	76,219	*	*
Category 5: waste generated in operations	metric tons CO2e	1,373	*	*
Category 6: business travel	metric tons CO2e	2,644	*	*
Category 7: employee commuting	metric tons CO2e	6,428	*	*
Category 9: downstream transportation and distribution	metric tons CO2e	15,132	*	*
Waste Generated [7]				
Total Waste Generated	metric tons	13,868	9,739	9,349
Total Hazardous Waste	metric tons	5,940	*	*

1- Results herein vary slightly from reported CDP data, as a result of data verification efforts of our internal audit department and the exclusion in scope of this report of certain small research and development and sales offices.

2- Excludes sites acquired from Carling Technologies. Other locations includes research and development or testing centers and laboratories and sales offices.

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

4- The sources of our 2021 water withdrawal include 96 ML ground water - renewable, and 1,425 ML municipal water - public or private utilities. The sources of our 2020 water withdrawal include 83 ML ground water - renewable, and 1,239 ML municipal water - public or private utilities. The sources of our 2019 water withdrawal include 84 ML ground water - renewable, and 1,256 ML municipal water - public or private utilities.

5- 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>

7- Waste generated was not adjusted for any recycled waste.

* The methodology used to calculate our Scope 3 emissions estimate is the WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

ESG Metrics Social

Social Data	Unit	2021	2020	2019
Governance Body (Board of Directors)				
Board of Directors	number	9	10	9
Female Directors	number	2	2	1
Directors over 50 years old	number	9	10	9
Directors who are underrepresented ethnic minorities	number	3	3	2
Employees in scope				
Littelfuse employees [1]	number	16,579	12,273	11,319
Full-time employees	number	16,396	12,189	11,232
Part-time employees	number	183	84	87
Contract employees	number	426	103	92
Employees represented under collective bargaining agreements	% total workforce	31%	25%	20%
Diversity in scope [2]				
Geographic Locations				
Percent employees located in the Americas	% total workforce	53%	46%	43%
Percent employees located in Asia-Pacific	% total workforce	36%	40%	41%
Percent employees located in Europe	% total workforce	11%	14%	16%
Gender Data				
Female employees	number	8,831	6,564	6,097
Male employees	number	7,747	5,601	5,130
Percent female employees	% total workforce	53%	54%	54%
Female employees in leadership [3]	number	187	163	150
Male employees in leadership [3]	number	732	657	618
Percent female employees in leadership [3]	% total leaders	20%	20%	20%
U.S. Ethnicity Data				
White	% U.S. workforce	58%	*	*
Hispanic or Latino	% U.S. workforce	20%	*	*
Asian	% U.S. workforce	16%	*	*
Black or African American	% U.S. workforce	3%	*	*
Native Hawaiian or Other Pacific Islander	% U.S. workforce	<1%	*	*
Two or More Races	% U.S. workforce	<1%	*	*
Not Specied	% U.S. workforce	2%	*	*

1- Total employee count excludes contract employees.
2- Excludes contract employees and employees who did not select a gender type.
3- Leadership defined as an employee at grade level 12 and above. Total excludes employees that joined the company as part of the Carling Technologies acquisition.

*Data not available.

ESG Metrics Social (continued)

Social Data	Unit	2021	2020	2019
Training [4]				
Total training hours	number	131,332	132,045	*
Production employee training hours	number	59,532	75,196	*
Professional and support employee training hours	number	71,800	56,849	*
Total average training hour per employee	training hours/employees	10	11	*
Training hours per production employee	training hours/direct employee	8	12	*
Training hours per professional and support employee	training hour/indirect employee	11	10	*
Injuries and Safety Incidents Per 100 Employees [5]				
Number of hours worked	number	30,146,548	23,706,431	24,947,878
Fatalities	number	0	0	0
Recordable injuries	number	35	17	27
Lost time injuries	number	32	16	21
Medical treatment	number	3	1	6
Days lost	number	1,282	362	451
Total Case Incident Rate (TCIR)	case number / hours worked	0.232	0.143	0.216
Lost time Injury Rate (LTIR)	case number / hours worked	0.212	0.135	0.168
Suppliers [6]				
Total number of suppliers	number	7,908	7,777	*
Direct material suppliers	number	1,857	1,864	*
Significant locations of operation [7]	number of locations	20	20	20
Local direct suppliers in Asia-Pacific [8]	percent of spend on local suppliers	86%	85%	86%
Local direct suppliers in EMEA [9]	percent of spend on local suppliers	80%	79%	76%
Local direct suppliers in North America [10]	percent of spend on local suppliers	67%	65%	71%

- 4- Training hour data includes employees from the Hartland Controls acquisition with respect to Code of Conduct training, but otherwise excludes training information for employees from the Hartland Controls and Carling Technologies acquisitions.
- 5- Excludes employees from the Carling Technologies 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.
- 6- Supplier data excludes suppliers to Hartland Controls and Carling Technologies. Revised methodology for the calculation of local suppliers from previous years to only include direct material suppliers, rather than all suppliers.
- 7- The significant locations of operation include all manufacturing sites and exclude sales offices, NPD centers, labs, distribution centers and warehouses.
- 8- Asia-Pacific region includes suppliers in China, Philippines, Korea, India, Japan, Singapore and Thailand.
- 9- EMEA region includes suppliers in Germany, United Kingdom, Italy, Lithuania, and other countries in Europe.
- 10- North America region includes suppliers in the US and Mexico.

*Data not available.

Forward Looking Statements & Disclaimers

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 January 1, 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 January 1, 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 guaranty 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 2021 calendar year unless otherwise noted and is limited to operations owned and/or operated by Littelfuse.