Littelfuse®

2025

SUSTAINABILITY REPORT

Bold Solutions

Sustained Success

Diverse People

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

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MESSAGE FROM THE **CEO**

As technology and market leaders we empower a sustainable, connected, and safer world.

Since joining Littelfuse as President and CEO in February 2025, I am excited to share this annual sustainability report that reflects our commitment to our customers, team members, and environment with a continuous improvement mindset.

Our sustainability efforts are supported by innovation and engagement from our 16,000 global employees who partner with our customers to deliver technology advancements that position us for meaningful long-term growth. We are committed to driving a future built on sustainable decisions and intentional actions around:

Greg Henderson, President and Chief Executive Officer

Environment Stewardship

Our manufacturing operations prioritize efficient resource use to minimize our environmental impact while enhancing business performance. Additionally, we develop products that improve the efficiency of our customers' applications, supporting their environmental goals. We have also made significant strides in integrating our sustainability program into our new product design processes, further reinforcing our commitment to creating business value through sustainable practices.

Social

We foster an inclusive workplace. where individuals are empowered to perform at their best, while putting health and safety of our team members as our top priority.

Governance

Our strong governance foundation is based on ethical decision-making and trust-based relationships that are critical to our continued long-term success.

Together, as we strive to accomplish the goals presented throughout this report, we will enhance our value for our stakeholders and become a stronger, more sustainable, and resilient organization.

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EXECUTIVE **SUMMARY**

Our commitment

Within each of us lies the power to ignite change. Every Littelfuse employee, customer, and partner has the potential to drive positive change – environmentally, socially, and ethically. Together, we're shaping a future defined by sustainable choices and conscientious actions.

Our approach

Innovation and collaboration are at the heart of our sustainability journey. We are positioned within the global sustainability megatrend as our products empower a sustainable, connected, and safer world.

Our impact

When we come together, we not only spark positive change for our business but also navigate toward a more eco-conscious, inclusive, and responsible world. During 2024, we refreshed our materiality assessment, and as a result, have identified nine material topics that we believe have the greatest impact on Littelfuse and our stakeholders.

Business Ethics & Transparency
By using a risk assessment process and maintaining our global focus with local reach, our ethics programs go beyond regulatory compliance.

Health & Safety in the Workplace
Our goal is to achieve a zero-injury workplace to systematically manage health and safety and minimize the risk.

Employee Experience
Recognizing that our talent is one of our greatest assets as a company, we strive to create a workplace that attracts, retains, and develops a diverse group of team members with the capabilities required for current and future growth.

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

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

GHG and Energy Management
We aim to optimize energy management practices within our facilities to improve efficiencies, reduce cost and reduce our GHG emissions.

Climate Change Risk Management
We aim to mitigate climate-related risks and leverage opportunities to enhance our resilience and sustainability to provide long-term value for our stakeholders.

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

Materials Management
We are committed to ensuring the highest standards of material management, including with respect to chemical management, product environmental compliance, and product stewardship.

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

What's new:

- Refreshed Materiality Assessment, in alignment with Double Materiality Standards
- Sustainability elements integration into new product development process
- Third-Party Verification of 2024 Scope 1 and Scope 2 GHG data
- Site Sustainability Program Assessments and Scorecards
- Contractor Safety Program Implementation
- Expanding Employee Resource Groups
- New Leadership Development Programs
- Expanded resources for business continuity and supply chain risk management

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OUR SUSTAINABILITY **JOURNEY**

YEAR ONE | YEAR TWO | YEAR THREE | YEAR FOUR | YEAR FIVE

2024 Highlights

Environment

18%
reduction in GHG intensity since 2019
Goal: *38% by 2035*

71%
of our manufacturing sites utilize renewable energy

23%
increase in global renewable energy utilization

10%
reduction in water withdrawal

20% hazardous waste reduction since reporting started in 2021

Social

24.2%
females in leadership

250+
team members joined our 3-day Virtual Inclusion Summit

12 Sites
Maintained **0 workplace injuries**

929
Critical suppliers screened for ESG risk

Governance

6,000+
employees participated in events sponsored by local Ethics Ambassador

Gold Rating in EcoVadis Program (96th Percentile)

Obtained Third-party Verified GHG Data

Conducted double materiality assessment refining strategy to focus on financial and impact materiality

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

SUSTAINABLE DEVELOPMENT GOALS

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

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REPORT **FOUNDATION**

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

This report has been prepared in alignment with the GRI Standards - 2021, and the Sustainability Accounting Standards Board (SASB) - now part of the IFRS Foundation, for the Electrical & Electronic Equipment industry. In addition, we have included a disclosure aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. We have also aligned our material topics with the United Nations Sustainable Development Goals (SDGs). This reporting approach was selected to meet the needs of our key stakeholders and support increased transparency and accountability of our sustainable business practices. Unless otherwise stated, the information in this report reflects our performance during the calendar year 2024, which ended on December 31, 2024.

As further described in the footnotes to our Environmental Metrics, in accordance with our GHG Inventory Management Plan, we have excluded certain non-manufacturing facilities from our reporting boundary as in 2024 the emissions from these locations represented 1.3% of our total GHG emissions. We will provide updates on our performance and progress toward the sustainability initiatives discussed herein, as well as others, on an annual basis.

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

In 2024, we engaged an External Auditor, SGS, to provide limited assurance on our Scope 1 and Scope 2 GHG emission data presented in this Sustainability Report for 2024. The Verification Statement is in accordance with ISO 14064-3:2019 and meets the requirements of the WRI/WBGCSD GHG Protocol - A Corporate Accounting and Reporting Standard.

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

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ENGAGING STAKEHOLDERS

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

Our sustainability initiatives are driven by our Sustainability Steering Committee.

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

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

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

Customers

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

Investors

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

Employees

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

Communities

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

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MATERIALITY ASSESSMENT

During 2024, we refreshed our materiality assessment, following the principles of Double Materiality, aligned with the European Sustainability Reporting Standards. This assessment expanded upon our original impact materiality assessment to consider the financial impact and priorities of an expanded group of internal and external stakeholders.

Our Double Materiality assessment process started with a broad set of potential topics, which were refined by our Sustainability Steering Committee. We then surveyed key external stakeholders including sustainability-focused investors, customers, suppliers and employees. The Executive Leadership team reviewed the survey results and proposed the following material topics, which were subsequently approved by the Nominating and Governance Committee of our Board of Directors.

These strategic focus areas for the sustainability program include **nine material topics**:

- **Business Ethics & Transparency**
- **Employee Experience**
- **GHG & Energy Management**
- **Health & Safety in the Workplace**
- **Climate Change Risk Management**
- **Human Rights**
- **Water**
- **Waste**
- **Materials Management**

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COMPANY **PROFILE**

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

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

During 2024, we focused on operational execution and made key profitability enhancements. We continued our portfolio diversification strategy while further expanding our content opportunities. We also made significant design wins, driven by continued high-voltage & ADAS auto wins, renewable energy applications and HVAC momentum.

$2.2B
Annual Sales

20+
Country Locations

2,067
Worldwide Patents

~16K
Global Employees[1]

28
Global Manufacturing Facilities

100K+
End Customers

OUR 2024 ANNUAL SALES BY GEOGRAPHY

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

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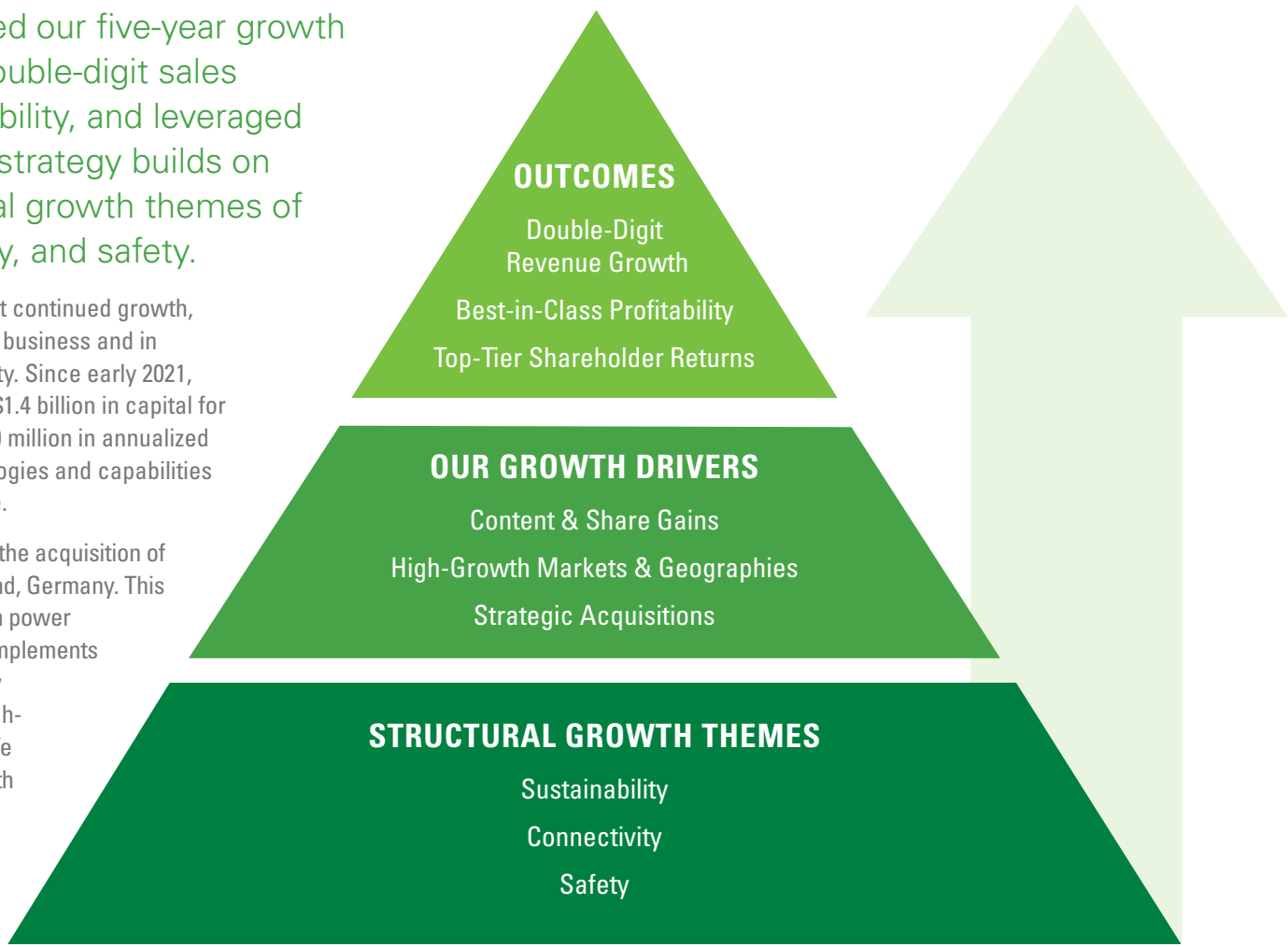
OUR STRATEGY & PRIMARY END-MARKETS

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

Organically, we are investing to support continued growth, both in customer-facing aspects of our business and in manufacturing capacity and productivity. Since early 2021, we have also deployed approximately $1.4 billion in capital for acquisitions adding approximately $500 million in annualized sales to further strengthen our technologies and capabilities and diversify the end markets we serve.

- On December 31, 2024, we completed the acquisition of a 200mm wafer fab located in Dortmund, Germany. This acquisition will enhance our long-term power semiconductor strategy as the fab complements our current footprint and adds a highly experienced team and an efficient, high-quality wafer processing operation. We expect to further accelerate our growth in secularly well-positioned industrial end markets including renewables, energy storage, automation, motor drives, power supplies, and charging infrastructure.



Our addressable global market opportunities exceed $20 billion.

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

Our Strategy & Primary End-Markets (continued)

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

Within industrial end markets, our technical expertise and high-performing technologies are critical in enabling customers' high-voltage applications focused on sustainability and safety. In 2024, we continued to expand our reach in renewables, led by solar and energy storage systems. We capitalized on global EV infrastructure spending, building momentum across multiple regions for Level 2 and DC fast chargers. Across our increasingly broad industrials portfolio, we also continue to support various markets and applications including HVAC systems, motor drives, power supplies, factory automation, and manufacturing equipment.

Turning to transportation end markets, in passenger vehicles, we continue to grow with major OEMs and Tier One partners based on our technology capabilities, the breadth of our product offering and our global scale. This has driven consistent and strong content outgrowth above market. In 2024, we continued to secure electric vehicle design wins for battery management systems, battery packs, DC/DC converters, and on-board chargers. In automotive electronics, we continue to support our customers via our robust portfolio that enables advanced driver-assistance systems, central compute, infotainment, and comfort and convenience applications. In commercial vehicles, we expanded our opportunities in emerging electric vehicle trucks, buses, and two- and three-wheelers, within high voltage power distribution, on-board chargers and powertrain control modules. In traditional commercial vehicle markets with major OEMs, we are increasing our content in heavy-duty trucks, buses, material handling, construction, and agricultural equipment.

Across electronics end markets, we leveraged our global reach, broad portfolio, and innovative technology offerings to secure significant multi-technology business wins across our more than 100,000 unique customers. With the ongoing push towards sustainability, energy efficiency, and improved battery power, our diverse offering continues to enable customer advancements for appliances, power tools, and battery packs. Greater connectivity requirements drove new opportunities in data centers, telecom infrastructure, and building technologies and automation. Our products are also vital to safety and protection of human life, as we secured business for IoT security systems and a variety of medical devices in 2024.

BALANCED, DIVERSE & GLOBAL END MARKET EXPOSURE

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

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

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OUR **PRODUCTS**

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

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

PRODUCT DEVELOPMENT & INNOVATION

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

- Increase energy efficiency within applications like industrial motor drives and energy storage
- Facilitate high voltage power distribution that enables renewable energy (solar, wind), electric vehicles, and battery storage
- Enhance the safety of critical equipment that protects users from electric shock
- Deliver reliable performance to drive industrial electrification
- Protect and increase efficiency of sustainable alternatives such as heat pumps that replace the use of natural gas
- Extend the lifetime of large installations that demand consistent energy use such as data centers and communications infrastructure

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

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Our approach

R&D Capabilities

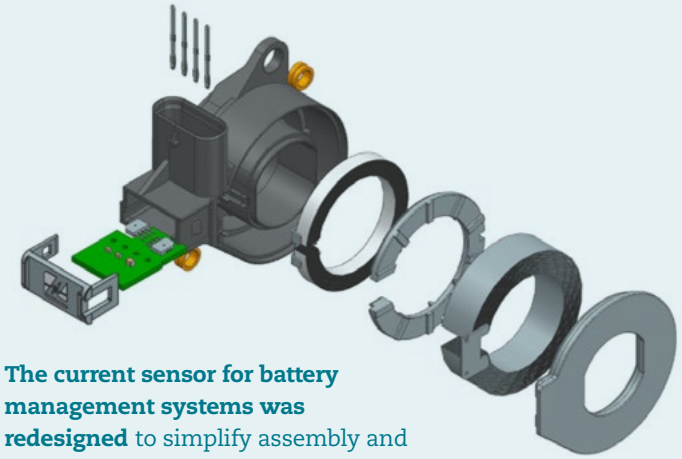
R&D investments are directed toward customer demands to improve efficiency, reduce waste, and ensure quality in every product we design. Sustainability is designed into the products we make. Our sustainability focus for new products is initiated by project steering committees ensuring participation by all disciplines.

We measure the success of our sustainable innovations by our customers' acceptance of new technologies and products and through corporate support of R&D sustainability projects throughout the organization.

Exciting R&D Developments

New generation of semiconductor transistors that further reduce power losses and a streamlined manufacturing process.

Developed an innovative technology that uses a single chip solution, replacing a conventional two chip solution (50% size reduction) with no voltage protection capability impact.



The current sensor for battery management systems was redesigned to simplify assembly and reduce manufacturing processes. This redesign eliminates an extra part, decreasing material usage, and moves the production line closer to the end customer, thereby reducing the CO_2 footprint).

Arc quenching sand filler technology innovation simplifies the manufacturing process, reduces material use, and improves product performance.

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Our impact Driven by our Customer Focus Core Value, our teams made significant innovations and product developments that have empowered our customers' most critical applications. By partnering closely with our customers and collaborating across our diverse business units, our technologies enhance energy efficiency, enable renewable energy integration and improve the safety and reliability of critical equipment.

Below are examples of our key customer partnerships and accomplishments throughout 2024.

CUSTOMER SUCCESS STORIES

Enabling Energy Transmission of High-Power Solar and Wind Farms

Our teams developed technology supporting a high-voltage direct current (HVDC) transmission system using a modular multilevel converter for wind and solar power. The system operates at +/-500 kV, making it ideal for efficiently transmitting large amounts of electricity generated by wind and solar farms. Our 4.5kV press pack IGBT technology helps manage the fluctuations and shocks that are common with renewable energy sources. Further, the HVDC system uses a specific configuration with high-power electronic components to ensure reliable performance.

Enabling Power on the Go

Designed for use in all types of trains, our 30kW charger for battery energy storage systems supports the power demands for trains including lighting, control circuits, alarms and doors. The system uses a three-phase AC rectifier, a DC-DC converter, and an output rectifier to ensure efficient charging. Our rectifier module and fast recovery diode module were key design wins in this project.

Power Protection for Battery Energy Storage Rack

As the demand for compact and efficient energy storage solutions continues to grow, our innovative teams have risen to the challenge. We've designed a cutting-edge fuse that not only accommodates smaller DC contactors in higher voltage energy storage racks but also boosts the breaking capacity. This advanced high-power protection ensures the safety and reliability of these essential energy storage systems, meeting and exceeding our customers' expectations.

At the Heart of Next-Gen Electric Construction Vehicles

Our Commercial Vehicle Products team developed a custom high voltage power distribution unit (PDU) for a next-gen e-backhoe vehicle. This innovation highlights our commitment to sustainability and showcases our strong customer relationships and engineering expertise driving advancement for electric vehicles in the construction industry. By promoting sustainable technologies in heavy machinery, we are contributing to a greener, more efficient future.

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MATERIALS MANAGEMENT

Our commitment We are committed to ensuring the highest standards of material management, including chemical management, product environmental compliance, and product stewardship. Our goal is to meet or exceed regulatory requirements and enhance product circularity by implementing sustainable practices that promote the responsible use of materials and reduce the environmental impact of our products.

Our approach

Chemical Management: We have a structured program for identifying harmful substances and implementing risk mitigation procedures. Additional policies, training, and education are provided to relevant employees to ensure the safe management of these substances. We also regularly evaluate alternatives to eliminate harmful substances whenever possible.

Product Environmental Compliance: Engaging with our engineering teams, we evaluate the environmental impact of the materials used in our products. Our Product Environmental Compliance team regularly monitors materials used in our products and evaluates existing and emerging regulations to ensure we proactively identify and remove any potentially harmful substances from our products.

Product Stewardship: During 2024, we partnered with the Global Technology Council, including our Chief Technology Officers from each business unit, to develop a strategy for integrating sustainability elements into new product development projects. Looking ahead to 2025, we will develop KPIs and sustainability scores for new products.

Throughout the R&D process, our teams partner with our customers to foster innovation with a sustainability mindset. This includes considering product design (e.g., recyclability), use of materials (e.g., recycled content), and manufacturing processes (e.g., reducing scrap and waste).

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Our impact

Chemical Management

In our semiconductor manufacturing processes, CF4 gas is used in the nickel-plating process. Due to its high emission factor, CF4 contributes to 28% of the total tCO_2e for our site in Wuxi, China. Recognizing this, our team identified an opportunity to replace the CF4 with a more environmentally friendly material. As a result, we achieved about 11% reduction in tCO_2e emissions in 2024, as these new materials started to be phased into production. Our other semiconductor sites have started to investigate implementing the same alternative.

During 2024, 189 unique products were evaluated to identify any hazardous substances and proactively seek alternative resources.

Product Environmental Compliance

We identified a proposed etching material for potential use in our Philippines manufacturing location that contained a high-priority substance, requiring a permit and increased regulatory requirements for disposal. To address this, our team collaborated and identified an alternative etching material that was more environmentally friendly, thus preventing the use of a substance that would be listed as a substance of concern.

During 2024, our global engineering teams evaluated eight new products based on these key sustainability elements. The results identified critical KPIs that will support the implementation of a sustainability scorecard for new products.

Product Stewardship

We succeed when our products enable our customers applications to be more sustainable.

Within the design phase of product stewardship, we have prioritized the following sustainability elements:

Design for Durability
Extend product lifetime

Design for Repairability
Enhance the ability to repair the component, eliminating the waste in replacing entire systems

Design for Environment
Optimize material selection to use environmentally friendly materials

Design for Efficiency
Enhance energy efficiency in customer applications, reducing CO_2 emissions

Design for Yield and Logistics
Reduce waste in manufacturing process

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GOVERNANCE

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

GOVERNANCE STRUCTURE

As of June 1, 2025, our Board is comprised of eight directors, seven of whom are independent in accordance with the NASDAQ listing standards. Supporting and embracing diversity start at the highest level of our company, with the composition of our Board of Directors that reflects our commitment to diversity and plays a significant role in the development of our strategic vision and overall culture.

The biographies of our directors and the overall skills and experience of our board are included in our proxy statement filed with the Securities and Exchange Commission (SEC).

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

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

SUSTAINABILITY PROGRAM GOVERNANCE

We apply these same governance best practices to ensure that our Sustainability Program has a strong foundation. This foundation includes our formal ESG Policy, manufacturing site sustainability teams, and a central sustainability software application to manage and audit our global environmental data.

Highlights of our sustainability program oversight include:

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

OUR BOARD OF DIRECTORS

(as of June 1, 2025)

Kristina Cerniglia

Tzau-Jin (T.J.) Chung

Gayla Delly

Maria Green

Anthony Grillo

Dr. Greg Henderson

Gordon Hunter

William P. Noglows

88%
Independent

50%
of directors have served for 10 years or less

50%
Diverse (gender or race/ethnicity)

Annually elected by shareholders

Separate Chairman and CEO roles

75
Mandatory retirement age

Robust self-evaluation process

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CLIMATE CHANGE RISK MANAGEMENT

Our commitment We are committed to managing climate-related risks effectively through an integrated approach. This begins with oversight from our board of directors and continues with our leadership team's identification and management of these risks, supported by structured management processes and a detailed operational focus. By implementing these processes, we aim to mitigate climate-related risks and leverage opportunities to enhance our resilience.

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

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

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

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

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

Additional information regarding climate-related risks and opportunities is described in our TCFD Report.

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BUSINESS ETHICS & TRANSPARENCY

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

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

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

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

Policies, Procedures and Training

Our Code of Conduct is the central guide for our employees to navigate our complex business environment. Additional links to our core policies and procedures are embedded within our Code of Conduct. As the Code of Conduct is a critical cornerstone of our culture, all employees, contractors, and our Board of Directors are required to complete annual Code training. The training is also included in our new hire onboarding process and acquisition integration playbook.

Ethics Ambassadors

GLOBAL FOCUS – LOCAL REACH

Our Ethics Ambassadors program includes locations with more than 50 employees.

LITTELFUSE Ethics AMBASSADORS

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

During 2024, some of the activities sponsored by our Ethics Ambassadors included

- *Ethics "hot topics" in local team newsletters – including sharing ethics helpline reporting data and compliance lessons learned*
- *Presenting training on the Ethics Helpline during local leadership and town hall meetings*
- *Organizing "ethical trivia" games in local language for key teams*
- *Bringing together teams to develop "Integrity Recipes" that included necessary behaviors to demonstrate integrity*
- *Creating a puzzle of our Ethics Helpline poster for all site employees to put together*

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Compliance Auditing and Monitoring

In partnership with our Internal Audit team, we have implemented key auditing and monitoring controls to ensure compliance with our policies and procedures.

Examples of our controls include the auditing of:

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

Quick Facts:

COMMITMENT TO LEARNING ABOUT OUR CODE

100%
of our professional and support employees completed training, 98% before the due date

100%
of our production employees completed training either in-person, led by local HR or via kiosks in our manufacturing locations, 99% before the due date

100%
of our Board of Directors completed training

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

Global Ethical Culture Survey

A key element of our ethics and compliance program is our bi-annual, anonymous, online, Ethical Culture survey that is sent to our global professional and support employees in eight local languages. The survey is designed to collect feedback from our employees on key indicators of an ethical culture such as leadership modeling, organizational justice, principled performance, speaking out, and overall ethics and compliance program impact.

From our most recent survey results, our employees shared the perception that the ethics and compliance training is relevant to their role, and that our Code of Conduct and policies are clear and easily understood.

Our focus during 2024, based on the 2023 survey results, was to enhance our manager training initiatives, as we identified opportunities for leaders to view mistakes as an opportunity to learn, and to enhance our education efforts around our Ethics Helpline, reporting protocols, and measures to protect against retaliation. Over 700 managers attended these training sessions.

Throughout the year, we launched Ethics Helpline microsites that included videos, trivia, articles, and engagement activities to help employees learn more about the importance of raising concerns.

Turning Feedback into Action

During 2024, we implemented key initiatives driven by valuable feedback from our employees. We enhanced our annual Integrity Week activities to include additional engagement activities, including an engaging panel discussion with global managers to discuss how they lead with integrity.

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Ethics Helpline

One of the primary ways we encourage our employees to speak up is through our independent, third-party managed Ethics Helpline. The Ethics Helpline allows our employees, suppliers, customers, and investors to report concerns anonymously, if permitted by law. The Ethics Helpline is accessible through an external website, and is communicated to our suppliers via our Supplier Code of Conduct. Our integration playbook ensures that suppliers to Littelfuse that come through acquisitions receive and acknowledge our Supplier Code of Conduct and the availability of our Ethics Helpline.

Ethics Helpline Visibility

To ensure the Ethics Helpline is well-known throughout the organization, we have Ethics Helpline Posters displayed in local language at all our manufacturing sites. Information about our Ethics Helpline is also regularly included in our local teams' communications.

HOW DO WE MANAGE THE ETHICS HELPLINE?

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

Employee Engagement Events

Throughout the year, we host various employee engagement events to raise awareness about the Ethics Helpline. These events include:

Monthly compliance communications and videos

Quarterly Ethics Helpline microsites and trivia games

Annual manager training on reporting and retaliation

Newly hired professional and support employees are asked to join our Intro to Ethics training sessions to understand the availability and importance of this resource.

In 2024, more than 200 new team members participated in these sessions.

Anti-Retaliation Policy

We strictly prohibit any form of retaliation for good faith reports of ethical concerns or for participating in an investigation. Our Business Conduct and Investigation Policy provides additional guidance to our team members on this topic.

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Workplace Investigations

FOUNDATION FOR ETHICAL CULTURE

Ensuring that we maintain a strong Speak Up Culture is critical to the success of our business. A true Speak Up Culture is supported by a strong, consistent, and fair investigation program. In 2024, we launched comprehensive global investigation training for our investigation team members, which included toolkits and templates designed to enhance global consistency and the quality of our workplace investigations.

Our impact 2024 Ethics & Compliance Training Performance:

27,900+
training hours completed by employees

~900
potential conflicts of interest evaluated

99%
average overall completion rate,with 96% of our employees completing their training by the original due date

2.3 hours
average of ethics and compliance training completed by professional employees

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

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

What did our employees learn in 2024 as part of our ethics and compliance program?

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

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ANTI-CORRUPTION & BRIBERY

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

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

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

2024
September

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

2024
November

Professional and support employees received an online training program focusing on key anti-bribery and corruption best practices.

Our impact

93%
of our suppliers who responded to our questionnaire reported having targeted policies in place to prevent corruption

99%
of our professional and support employees completed anti-bribery training

100%
of our Board completed Code of Conduct training with anti-bribery and corruption awareness

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CYBERSECURITY & DATA PRIVACY

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

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

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

Managing Cybersecurity Risk

The ISMS within Littelfuse consists of internationally recognized program elements that reduce the risk of an operational or cybersecurity incident from significantly impacting our business and our customers, vendors, and employees. These ISMS elements include:

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

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

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

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

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

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

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

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

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Data Privacy

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

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

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

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

Training and Education

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

Our impact During 2024, we did not receive any complaints concerning data privacy breaches or loss of customer data.

In addition, we provided about **6,000 hours of Cybersecurity and Data Privacy training throughout the year.**

We continued to expand our Data Loss Prevention (DLP) Program to our sites that joined the company through acquisition. The DLP Program increases our ability to manage the levels of data protection though a data classification system, and mandatory data labeling.

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OUR **CULTURE**

EMPLOYEE EXPERIENCE

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

Our values are visible in all of our work locations and are frequently referenced in communications and learning programs to ensure understanding and alignment at all levels of the organization.

Respect

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

Agility

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

Customer Focus

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

Collaboration

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

Each quarter, we share testimonial videos featuring employees who exemplify our values. We also celebrate those who demonstrate these values daily through our Living Our Values recognition program. In addition, our Leadership Competency Model is an extension of our Values and provides common expectations and learning for people leaders as they lead and grow.

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

We focus on employee growth and development to ensure sustainable business success. We actively seek to widen our impact by strengthening the communities where we live, work, and operate.

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DIVERSITY, INCLUSION & BELONGING

Our commitment We value and celebrate diversity in every aspect of our work with employees, customers, suppliers, partners, and shareholders. Our commitment to diversity, inclusion, and belonging creates a collaborative environment that fosters innovation, helps us deliver bold solutions, and drives overall growth.

An inclusive workplace where all employees thrive is demonstrated by the behaviors outlined in our Core Values.

Our approach We recognize the strength of a diverse, inclusive global team of about 16,000 employees who contribute to our success by drawing on their wide range of experiences, talents and perspectives. Our commitment to diversity and inclusion empowers Littelfuse employees to innovate, deliver bold solutions, and drive growth with the multifaceted insight that comes from true collaboration.

We will be launching a global employee engagement survey before the end of 2026 to obtain input and insights from our global teams to inform and help shape our future inclusion program strategy.

Our impact On average, 256 global employees participated each day in our virtual Inclusion Summit, with additional participation in conference rooms across our facilities. Additionally, 106 employees took part in a Generational Awareness Workshop, either virtually or in person. Our ERGs hosted multiple global events, including cultural awareness sessions, leadership learning panels, community service activities, and internal networking opportunities.

Our commitment is demonstrated by engaging our employees through:

Diversity, Inclusion, and Belonging (DIB) Council: Our DIB Council consists of global leaders from across the organization supporting various programs to build an inclusive and collaborative work environment. In 2024, the DIB Council hosted the first annual Inclusion Summit to bring awareness and education for an inclusive culture to the enterprise. The DIB Council also launched workshops on Generational Awareness to drive collaboration on cross-generational teams.

Employee Resource Groups (ERGs): Our ERGs support inclusion and belonging at Littelfuse. They are open to all employees, and participation is voluntary. ERGs at Littelfuse help to advance our inclusive culture and impact our business growth by supporting efforts focused on talent attraction, development engagement, and community impact. We have four established ERGs with growing global chapters expanding to support broader interests. In 2024, we were proud to launch a new ERG, VetNet, within the US population.

PROUD Alliance aims to create an open and safe space for employees to meet, share fellowship, and join in the work to create an inclusive culture of acceptance, dignity, and respect for all employees, regardless of sexual orientation or gender identity.

Littelfuse Employees of African Descent (LEAD) is dedicated to educating the workforce on issues important to individuals of Black and African descent and help all employees achieve their full professional potential and foster an environment that positions Littelfuse as an employer of choice.

Women's Initiative Network (WiN) supports the growth and development of future leaders through a global, sustainable network focused on elevating experiences, opportunities, and impact.

We Are Littelfuse works to create a community space focused on inclusion and belonging to foster empathy, awareness, and open dialogue, while promoting learning and allyship.

VetNet is committed to educating and supporting Veterans and their allies within Littelfuse, fostering a community that honors service and promotes professional growth and integrates members' unique skills and experiences into the workforce.

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PAY EQUITY

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

Our approach We are focused on creating the right global practices that prevent pay inequities from arising. We comply with all disclosure requirements as required by law. We work to incorporate regular reviews into our standard work to ensure that our pay practices are both equitable and competitive. This includes an equity analysis as part of our annual merit planning and bonus award processes and an annual review of all components of compensation for our professional level employees with a focus on pay equity. To ensure equal pay for equal work, we periodically partner with a third party in the US to complete a pay equity analysis, evaluate the results that come from this work, and take appropriate action.

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

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OUR **PEOPLE**

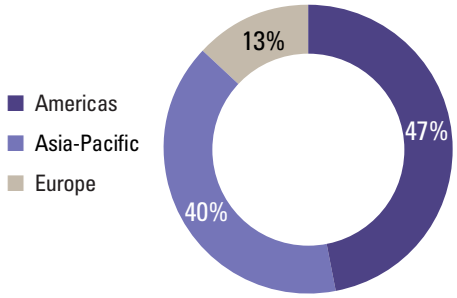
OUR GLOBAL TEAM

We recognize the strength of our diverse global team of approximately 16,000 employees, who contribute to our success by leveraging their wide range of knowledge, skills, and experiences.

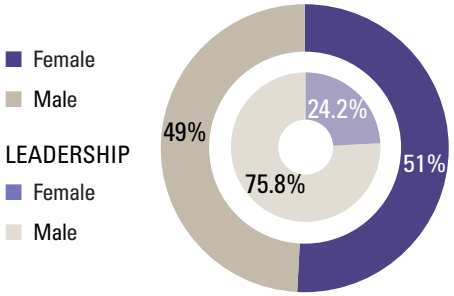
Every day we witness the power of global collaboration among our employees located in 31 countries. We believe that our workforce should be representative of these communities where we live, work, and operate.

As an industrial technology manufacturing company, we are committed to building a high performing team with the skill sets, qualifications, and perspectives required for business success.

EMPLOYEE GEOGRAPHIC LOCATIONS



EMPLOYEE GENDER*

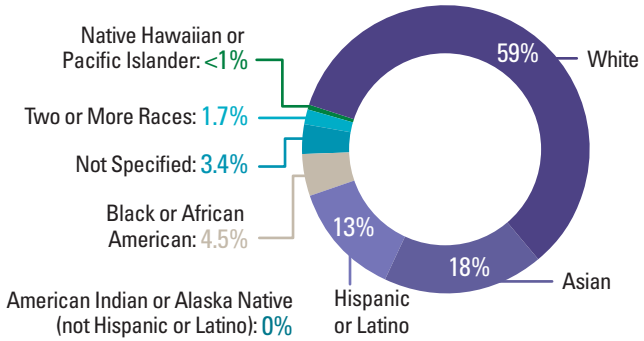


*Excludes our contract employees and employees who did not select a gender type.

GLOBAL EMPLOYEES*

~16,000

U.S. EMPLOYEE ETHNICITY



*Littelfuse is an equal employment opportunity employer and does not use demographic data to make employment decisions.

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TALENT DEVELOPMENT

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

Our approach ### Organization Capability Development & Succession Planning

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

Performance Management

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

Training & Development

Early Career Development Program
We actively invest in identifying and developing a pipeline of future global leaders and technical experts. One area of focus is identifying key early career talent and developing programs tailored to engage and grow individual capabilities, including an expanded focus on internships and other university partnerships.

In 2024, we graduated our first class of engineers from our RISE program, an accelerated development program for engineers entering the workforce focused on planned rotations to guide career development.

Leadership Competency Model
Our Leadership Competency model is an extension of our Culture and Values and includes 12 competencies that define the capabilities of successful leaders at Littelfuse. The model and associated toolkit help provide expectations for leadership behaviors and key guidance for how to develop these focused leadership behaviors as employees grow their careers with Littelfuse.

Employee Development
Employee development is another key focus area of our strategy. We invest in strengthening our leadership capability through a combination of formal leadership development programs and coaching and mentoring programs to enhance individual development. We provide resources to associates to help them navigate their career growth including career ladders and skills matrices.

In 2024, we hosted a series of workshops for managers to enhance their capability in creating meaningful development for their teams.

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Our impact As a result of our integrated talent review and succession planning process, we identified Business Critical Roles for General Management, Sales, Operations, Product Management, and Engineering. We maintain succession plans and successor development plans to ensure we are effectively building our talent pipeline for the future.

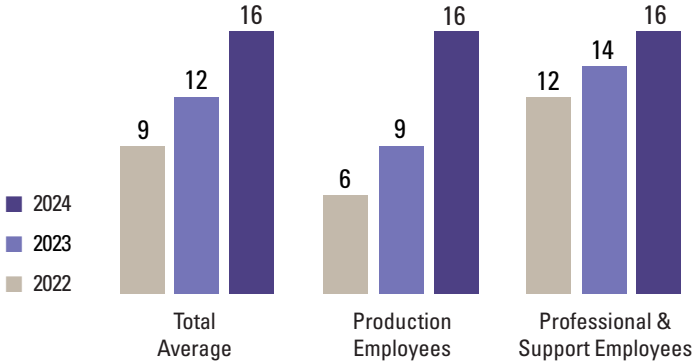
Our leadership development efforts expanded in 2024 to include two new leadership development programs. Leadership Essentials focuses on managers who are early in their journey to leading people and establishes foundational leadership behaviors. Leadership Impact targets experienced managers who are focused on continued career growth and developing leadership capabilities required at the next level of the organization.

Training Topics

- Leadership & Professional Skills
- Information Security
- Ethics & Compliance
- Enterprise Lean Six Sigma Teams

In 2024, we introduced our leadership acceleration program (LEAP) to formally develop top talent future leaders for growth at Littelfuse. We welcomed 22 future leaders from Asia to the program.

AVERAGE TRAINING HOURS



2024 LEADERSHIP DEVELOPMENT PROGRAM PARTICIPATION

FRONT LINE LEADERSHIP	LEADERSHIP ESSENTIALS	LEADERSHIP IMPACT
374	79	79
Participants	*Participants*	*Participants*

We continue to track employee training hour data across our organization. Our focused training and development plans have resulted in a total of **253,846 training hours** completed, through both in-person sessions and online forums.

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EMPLOYEE WELLBEING

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

Our approach Certain locations provide on-site medical clinics staffed by medical professionals who are employed by Littelfuse to provide on-site injury prevention and response services. Many 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 educational assistance and a lifestyle spending account providing employees with a contribution toward various wellbeing expenses that are most important to them. Contributions can be used on items such as childcare, eldercare, exercise equipment, group exercise classes, vitamins and supplements and financial planning services. Online classes are also provided through our Smart-dollar platform, a financial wellness benefits program, to help employees plan and take control of their finances. We also provide a digital mental health program that offers confidential, self-paced online modules with guidance from a therapist to help our employees and their families cope with depression, anxiety, grief and loss, insomnia, and other life challenges.

In our **United Kingdom locations**, we offer a healthcare benefit program that extends additional perquisites including mental health support, free cinema tickets, discounts on sportswear and fitness memberships.

In our **Lithuania locations**, we provide a health and sports platform where employees can receive a company-funded gift for health and sports services such as wellness services, rehabilitation, leisure activities, sporting workouts and events, and other treatment and medicines.

Our **Mexico locations** provide a mental health program that offers face-to-face support from a therapist. In October, these locations offer a well-being week focused on breast cancer prevention and other preventive care. Each year, employees are provided with a flu shot and medical exam. In 2024, we introduced a family circle program where topics related to family challenges and issues are discussed and focus groups are held to provide employees with support.

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

In many of **our sites in Asia**, we offer regular wellness activities onsite and in the community, including monthly fun runs, hiking, sport clubs, fitness training, occupational health seminars, flu vaccinations, educational forums for pregnant employees including free pre-natal checkups, safety awareness classes, healthy food festivals, mental health training, and mindfulness programs. In Suzhou, China, our employees participated in a volunteer event for the elderly at a local nursing home.

Our impact

Over 317 U.S. employees received incentives by completing various challenges and preventative exams.

In the Philippines, 178 employees participated in monthly fun runs to promote healthy living and encourage community among participants.

In Mexico, 1,383 employees participated in the medical test and flu shot program, which was 7% more than in prior years. 146 employees participated in the nutrition program, 489 employees in the Cancer Prevention program, and 1,034 participants in the Healthy Mind program.

35 participants joined in the "Biggest Loser" competition in the Philippines, which encouraged employees to improve their mental and physical health through a weight loss and fitness competition, with winners recognized for their hard work and healthy lifestyle changes.

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HEALTH & SAFETY

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

Our commitment Our goal is to achieve a zero-injury workplace. As we continue to grow, we recognize the need to continuously evaluate our Environment, Health, and Safety (EHS) organization. In 2024, we continued our efforts to improve our communication, standardization, and enhanced EHS resources (talent, systems, and training tools).

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

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

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

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

Leadership and Commitment

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

Hazard Identification and Risk Assessment

Through our newly updated Injury and Illness Prevention Program, our plant management and hourly employees partner together to regularly conduct hazard identification and risk assessments. Tools include hazard reporting forms, Gemba walk checklists, and templates for Safety Committee meetings.

Control Measures

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

Emergency Preparedness and Response

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

Safety Training

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

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Hazard Identification, Risk Assessment, and Incident Investigation

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

PROCESS SPOTLIGHT

Our Wuxi, China site began using an artificial intelligence (AI) camera to prevent fires as we seek to leverage technology to improve safety in our facilities. The site has an elevated fire risk in certain areas of production, so we installed the AI camera to interlock with the equipment's power supply to eliminate the risk of fires. If the AI camera detects a wafer in an incorrect position, which could potentially generate ignition of a fire, the equipment in the area will not power on, effectively mitigating fire risk. Since installing this cutting edge technology, the Wuxi plant has not experienced any fire-related incidents in the glass deposition area.

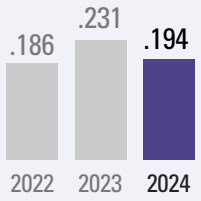
Third Party Safety

During 2024, we implemented a Contractor Safety Management Program. This program includes a Contractor Safety Review, a Training and Orientation Checklist, and a Daily Contractor Audit, all aimed at protecting contractor employees from injury or illness.

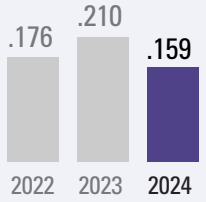
Our impact Health and Safety Performance

Our 2024 Total Recordable Incident Rate (TRIR) decreased by 16% and our Lost Time Injury Rate decreased by 24%, compared to 2023. This decrease is partially due to the standardization of our global programs and the implementation of a mandatory EHS review of all projects that change the manufacturing process. We also increased our management support to help drive proactive behaviors including additional safety walks by management and formalizing the process for our associates to report EHS concerns. In addition, we also created an EHS integration checklist, a tool that was designed to support newly acquired sites in their safety transition to our company.

TOTAL RECORDABLE INCIDENT RATE
(TRIR)



LOST TIME INJURY RATE
(LTIR)



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

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ENGAGEMENT SPOTLIGHT

Employee engagement is a critical part of creating a strong EHS culture.

We launched our first annual Global Safety Month with the theme "Safety, it's in Your Hands" to highlight the critical importance of hand safety and remind all team members that they have the power to ensure a safe workplace. The month was filled with activities including one-handed dressing, palm printing signs and banners, safety drawings, knowledge contests and a safety slogan contest.

Many of our facilities created opportunities to recognize and celebrate safety success, including:

Safety Monthly Lottery and "Safety Snakes and Ladders" games at our sites in Mexico.

Theatre performances of dramatized safety incidents to raise employee awareness in Lampertheim, Germany.

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

PERFORMANCE SPOTLIGHT

Zero recordable injuries

at 12 of our 28 manufacturing sites

- Allen, TX
- Beverly, MA
- Brownsville, TX
- Hanoi, Vietnam
- Huizhou, China
- Kunshan, China
- Lipa City, Philippines (EBU)
- Piedras Negras, Mexico (ICP)
- Piedras Negras, Mexico (PCP)
- Shanghai, China
- Suzhou, China
- Tsukuba, Japan

3+ Years

with 0 recordable injuries at our sites in

Tsukuba, Japan,

Allen, Texas

Suzhou, China

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COMMUNITY INVOLVEMENT

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

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

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

Green initiatives support our dedication to contributing to a healthier, more sustainable world. Our initiatives focus on reducing our environmental footprint, supporting preservation efforts, and promoting environmental awareness in our communities.

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

Our Equity actions reflect our commitment to supporting those in need. Our initiatives focus on humanitarian efforts and programs that promote access to essential resources and opportunities.

Our impact

Growing a Greener Future: Environmental Week Initiatives

Our teams around the world demonstrated their unwavering commitment to sustainability and safety during Global Environmental Week. In Mexico, our ICP, Relays, and PCP site teams planted trees to support environmental health and hosted safety training sessions to reinforce our culture of well-being. Meanwhile, in Suzhou, China, our team engaged in activities focused on environmental protection, including promoting low-carbon energy use, waste sorting, and advocating for green spaces. These efforts showcased our company's dedication to safeguarding both our people and our planet.

Building with Tomorrow's Innovators

For several years, Littelfuse has funded and mentored a set of Illinois, U.S. high school FIRST Robotics teams and an elementary LEGO League team, guiding young students to use science and technology to solve real-world problems in a competitive environment. From the Fairview Elementary School team presenting their models at the 2023-2024 FIRST LEGO League Explore event to Sterling High School students testing and competing with their own robot, Littelfuse is proud to support these future innovators. These hands-on experiences teach valuable lessons on teamwork, innovation, and impact.

Healing our Communities, One Drop at a Time

Our sites in Lipa City, Philippines, Shanghai, China, and Kaunas, Lithuania, have partnered with their regional Red Cross organizations to host successful blood drives, uniting our team members in a shared mission to support those in need. Through these efforts, we are helping to provide critical, life-saving donations to communities locally and globally.

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OUR **ENVIRONMENTAL IMPACT**

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

This annual report provides an overview of our progress toward reducing greenhouse gas (GHG) emissions, energy consumption, water usage, and minimizing the waste generated by our operations.

Our commitment To ensure that all our global sites have a strong foundation in environmental management, we aim to achieve ISO 14001 certification for 100% of our manufacturing locations. We have achieved 93% implementation, representing 26 out of 28 sites. We continue to partner with our manufacturing sites, including sites acquired through acquisition, to conduct a comprehensive review of our current operations, identify areas where we can reduce our environmental impact, and make recommendations on key processes and procedures to ensure that we meet or exceed the requirements of ISO 14001.

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

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

Our approach During 2024, we continued to make significant progress towards further embedding our sustainability program into our operations and making key connections between our Lean manufacturing philosophy and the "sustainability mindset" in the way we operate. Each of our manufacturing locations completed an annual Sustainability Assessment to evaluate their progress towards our GHG/Energy, Water and Waste reduction targets. Sites receive higher scores by (1) completing sustainability projects, (2) achieving their established reduction targets, and (3) participating in best practice sharing between sites and holding employee engagement events. Compared to our 2023 baseline, 96% of our manufacturing sites improved their overall site sustainability score. Further, the business unit manufacturing leaders met in early 2025 to review their site scores and discuss continued improvement opportunities. We also distribute a quarterly dashboard to our leadership teams throughout the year to show real time progress towards sustainability targets and improve our monitoring and accountability.

Change from 2023 Baseline

	Water	Energy	GHG	Waste	Code
CVP					
Legnago	4	6	1	1	4
Matehuala	4	3	2	2	4
Muzquiz	5	5	3	6	0
Zhongshan	4	5	2	4	2
EBU					
Achim-Bremerhaven	2	3	0	1	3
Dole	1	2	2	0	0
Dongguan	5	2	2	1	0
Huizhou	5	2	3	2	4
Lipa City EBU	2	0	1	2	0
Shanghai-Kunshan	3	5	5	2	1
Suzhou	3	2	3	2	2
IBU					
Matamoros	6	3	2	6	0
Piedras Negras ICP	8	5	4	5	-2
Piedras Negras Relays	5	4	3	3	2
PVB					
Kaunas	4	3	1	4	2
Piedras Negras PCP	5	6	5	4	3
Tsukuba	0	0	0	0	0
SBU					
Allen	3	2	3	1	3
Beverly	3	2	1	0	4
Chippenham	0	3	0	1	-1
Lampertheim	1	0	0	1	4
Lipa City SBU	2	3	2	3	4
Wuxi	3	2	3	2	1

Our impact Littelfuse Invests in Sustainability

In addition to investing in our manufacturing sites to reduce the environmental impact of our operations, we have also invested over $20 million in ESG funds as of December 28, 2024. These investments are crucial for promoting a sustainable future, as they back companies committed to positive environmental practices, social responsibility and strong governance. By choosing ESG investments, we align our financial goals with our values, contributing to a more sustainable and equitable global economy.

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GHG Emissions and Energy Management

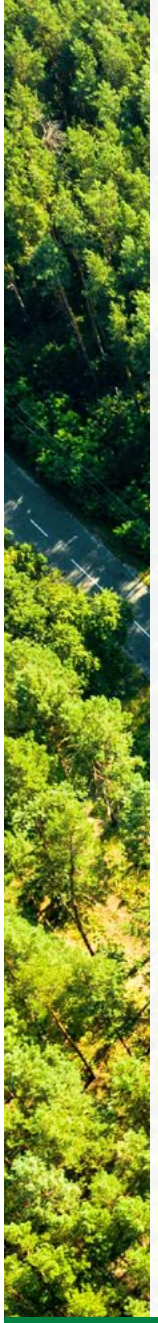
Our commitment We are committed to creating a more sustainable future by protecting the environment and ensuring the long-term success of our business. A key component of reducing our environmental footprint is by lowering our GHG emissions and improving energy efficiency across our operations. By collaborating with each site to review and analyze emissions data, we set annual emissions targets that support our long-term goals and partner with sites to develop unique plans to decrease their emissions. Recognizing that energy use is the largest source of our GHG emissions, we continuously improve energy efficiency at our manufacturing sites through our Energy Reduction and Efficiency Program. This program not only helps us reduce emissions but also drives innovation and operational excellence.

Our approach GHG Emissions

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

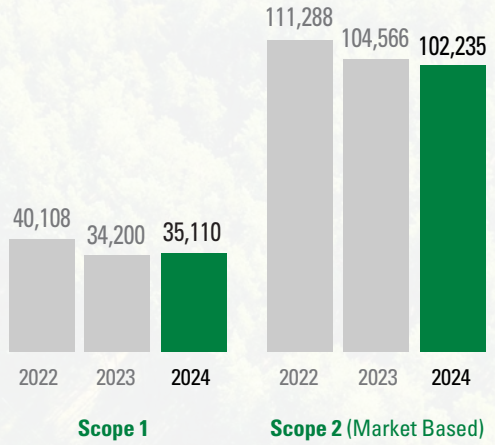
To ensure that our reduction initiatives make a significant impact toward our goal, we targeted our top seven locations that emitted approximately 74% of our total Scope 1 and 2 GHG emissions in 2023 as sites for expert, external energy audits, which resulted in an action plan and roadmap to achieve our long-term GHG reduction goal. We completed four of these audits in 2024 at locations in the US, Philippines and Mexico. The energy audits provided our sites with detailed roadmaps to achieve our 38% reduction target.

During 2024, we introduced a new recognition program to award sites that demonstrate overall Sustainability Excellence, Water Efficiency Excellence, Energy Innovation Excellence and Safety Culture Excellence.



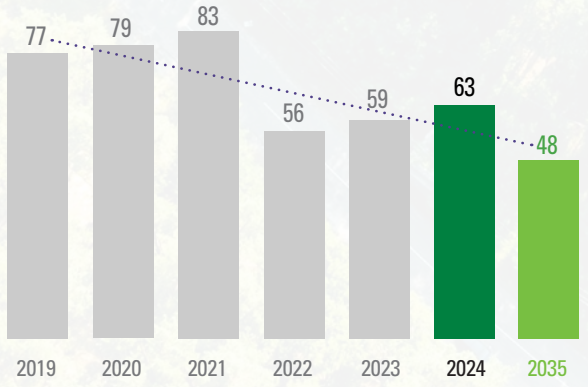
SCOPE 1 AND SCOPE 2 EMISSIONS

metric tons CO_2e



SCOPE 1 & 2 (MARKET-BASED) GHG INTENSITY

metric tons CO_2e / $M revenue



Our impact We continue to progress toward our 38% GHG reduction target and have achieved 18% reduction since 2019. Our GHG intensity increased by 7%, in line with our 7% revenue decrease in 2024, compared to 2023. Our absolute, Scope 2 (market-based) emissions decreased by 2% as we increased our investment in renewable energy.

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Site-Specific Scope 1 and Scope 2 Targets

While all sites are aligned with our corporate goal to reduce total Scope 1 and Scope 2 emissions by 38% by 2035, each site has annual targets to reduce both Scope 1 and Scope 2 emissions.

Progress Highlights

15 sites (58%) have achieved their annual Scope 1 targets, and **12 sites (46%)** have achieved their annual Scope 2 targets.

Annual Review and Adjustments

Every year, we assess the progress of each site toward the global target and adjust their annual targets accordingly. This dynamic approach ensures continuous progress toward our global goal and allows us to celebrate success as well as identify areas that need additional focus.

SCOPE 1 SPOTLIGHT

Use of refrigerants are a contributor to our Scope 1 emissions. At our site in Lipa, Philippines, the team identified an opportunity to purchase a refrigerant recovery machine that enabled the site to reuse refrigerants during repair and maintenance and significantly reduce consumption.

As a result, refrigerant use was reduced by 30% and the related Scope 1 emissions for the site reduced by 17%.

SCOPE 2 SPOTLIGHT

Five of our sites in China took significant strides to reduce their emissions by increasing their use of renewable energy.

Overall, the teams in China drove our global 23% increase in use of renewable energy.

Connecting Production Efficiency and Energy Reduction

The team in **Piedras Negras, Mexico** identified an energy-intensive step in their operations that was slowing down production. By utilizing Lean principles to re-evaluate the production line and eliminate the energy-demanding process, the site enhanced production efficiency and reduced their electricity bill by 24%.

Data-driven, Targeted Energy Reduction Initiatives

To improve the measurement of significant energy use at our site in **Dole, France,** the team installed meters and digital infrastructure throughout the facility. This technology provided the site with enhanced energy consumption dashboards to quickly identify areas in the facility with the highest energy demands and develop solutions to better manage energy.

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Our commitment

GHG Emissions – Scope 3

In addition to our initiatives to reduce the impact of our manufacturing footprint, we also monitor our broader business impact by collecting Scope 3 GHG emissions data. These data inform our longer-term strategy to develop action plans and reduction targets to reduce Scope 3 GHG emissions. We currently disclose all relevant categories, with the exception of (1) Category 10: processing of sold products, as we have minimal products sent to third parties for processing, and (2) Category 12: end of life treatment of sold products, as given our position in the value chain and our diversity of components we manufacture, we often lack visibility into the end of life treatment of our products.

Our estimated 2024 Scope 3 emissions represent about 74% of our total GHG emissions, with the detailed estimates included with our Environmental Metrics.

- Material and estimable emissions disclosed
- Not material, but estimable emissions disclosed (<5% total Scope 3):
- Potentially Material, not measured currently:
- Not relevant to operations

ASSESSING MATERIALITY OF SCOPE 3 CATEGORIES FOR LITTELFUSE

1 PURCHASED GOODS & SERVICES — 54%
Upstream cradle-to-gate emissions from production of goods and services purchased

2 CAPITAL GOODS — 6%
Upstream cradle-to-gate emissions from production of capital goods purchased

3 FUEL & ENERGY-RELATED ACTIVITIES — 11%
Extraction, production, and transportation of fuels and energy purchased or acquired

4 UPSTREAM TRANSPORTATION & DISTRIBUTION (T&D) — 18%
Transportation and distribution of products & services purchased

5 WASTE GENERATED IN OPERATIONS — 1%
Disposal and treatment of waste generated

6 BUSINESS TRAVEL — 2%
Transportation of employees for business-related activities

7 EMPLOYEE COMMUTING — 4%
Transportation of employees between their homes and their worksites

8 UPSTREAM LEASED ASSETS — <1%
Operations of assets leased by the reporting company (lessee)

9 DOWNSTREAM T&D — 2%
Transportation and distribution of products and services sold

10 PROCESSING OF SOLD PRODUCTS
Processing of intermediate products sold

11 USE OF SOLD PRODUCTS
End use of goods and services sold

12 END-OF-LIFE SOLD PRODUCTS
Waste disposal and treatment of products sold

13 DOWNSTREAM LEASED ASSETS
Operation of assets owned by the company (lessor) and leased to other entities

14 FRANCHISES
Operation of franchises

15 INVESTMENTS
Operation of investments

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Our approach To drive actionable reduction initiatives for our Scope 3 emissions, we have developed a strategic roadmap to transition from a spend-based calculation methodology to collecting primary source data. By collecting primary source data, we can best identify and prioritize the areas where we can make the greatest impact.

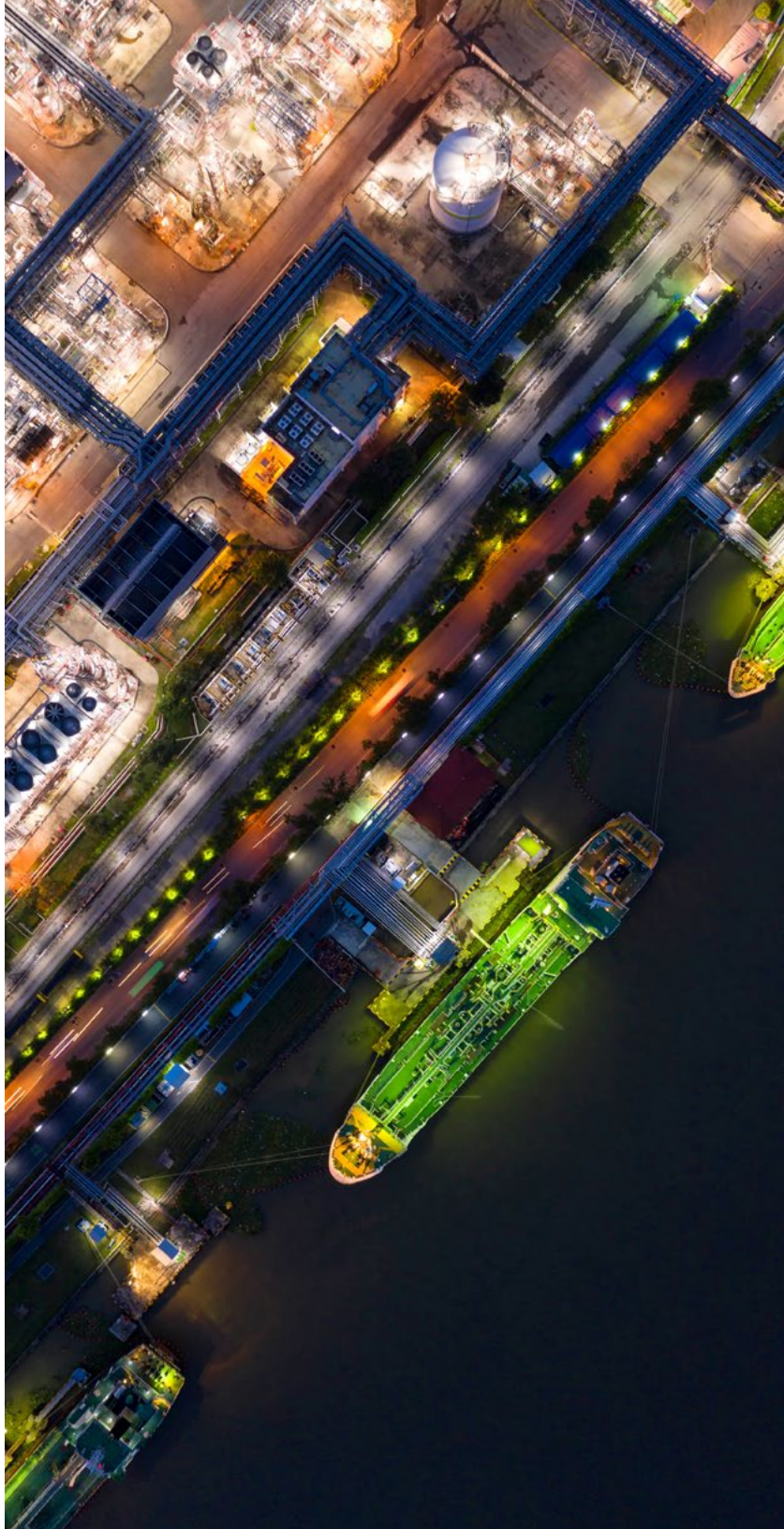
Given the complexity, data availability challenges, and prioritization of resources, our strategic roadmap considers the impact and feasibility of collecting primary source data. We have identified Upstream and Downstream Transportation as the priority categories where we can have the greatest impact and readily available data.

During 2024, we created a baseline of our primary source data in these categories and will establish reduction targets in 2025.

Our impact

We reduced our estimated Scope 3 emissions by 29% in 2024 compared to 2023 and had the greatest decrease in our category 9 emissions related to downstream transportation (60%), category 1 purchased goods and services (37%), category 2 capital goods (19%), and business travel (19%).

We actively seek opportunities to decrease our upstream and downstream transportation emissions and optimize our supply chain logistics. Accordingly, in 2024, we reduced our overall use of air transportation on inbound and outbound freight by 10%, primarily using ocean transportation as an alternative.



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WATER

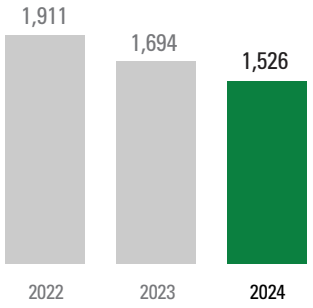
Our commitment We strive to use our natural resources responsibly and have implemented Lean projects in our facilities to help optimize water usage. While our business is not uniformly water intensive, we have evaluated our sites to find which locations fall within high or medium-high water-stressed areas, based on the country index published by the World Resource Institute. Based on this evaluation, we have prioritized our action plans and investments where we can make the greatest impact to manage risk from sites in water stressed areas. We have further prioritized our semiconductor facilities that use more water than our comparably sized electronic assembly facilities.

Our approach Water Reduction and Conservation policies and checklists are provided to our sites to highlight action steps sites may take to reduce water consumption:

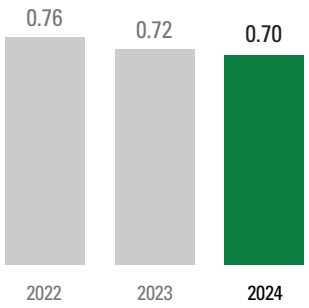
- Installing flow sensors to regulate water usage
- Replacing equipment and filtration systems
- Regularly scheduling preventative maintenance
- Encouraging employees to report leaking faucets, toilets, and water fountains
- Adjusting lawn watering schedules to low evaporation periods of the day

To ensure accountability for sites that are in areas of medium-high water stress risk, we have established an annual, site-specific water reduction target.

TOTAL WATER WITHDRAWAL
megaliters



WATER INTENSITY
megaliters/$M revenue



During 2024, our water withdrawal decreased by 10%, driven by implementing annual water reduction targets for all sites in medium- or high-potential water-stressed areas .

Collectively, our sites completed 55 water conservation or water efficiency projects.

Water Recycling for the Win

Our Lipa, Philippines site is our second largest water consumer within the Littelfuse portfolio, and took key steps to improve their water recycling efforts during 2024.

These initiatives resulted in 20 million liters of water being recycled, accounting for 7% of the site's total water usage for the year.

Water Efficiency in Action

One of our semiconductor sites in Beverly, Massachusetts, took an innovative approach to enhance the efficiency of its washing process for plastic recycling, resulting in a nearly 42% reduction in water usage.

This efficiency translated into saving 8,600 L of water annually.

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WASTE

Our commitment We are dedicated to minimizing waste and eliminating hazardous materials in our business and production processes. By prioritizing compliance with regulations, we protect our employees, the environment, and our reputation. Our teams continuously explore innovative solutions to reduce the use of chemicals, solvents, and heavy metals, while maintaining top product quality and safety. We strive to conserve raw materials, reduce overall waste, and ensure the safe handling, transportation, and disposal of hazardous waste.

Our approach Waste elimination is central to our Lean manufacturing philosophy and we see strong engagement from our teams in developing innovative approaches to waste management. Our employees completed 2,007 Lean projects, including 233 that promoted both productivity waste and process waste elimination. We continued our efforts into 2024 to improve our waste collection and validation procedures, introducing key foundational procedures for documenting waste reduction initiatives globally. This additional level of detail regarding our disposal methods for both hazardous and nonhazardous waste will enable us to develop a robust, long-term strategy for our waste generation and disposal.

Electronic Waste

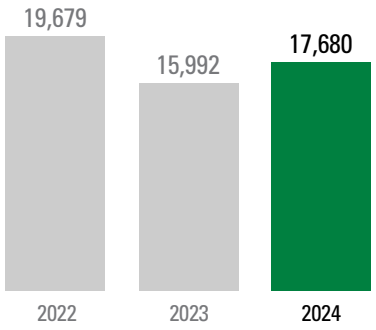
In the U.S., our corporate IT team partnered with a third party to recycle electronic waste and have begun to expand the program into other regions aligning with international standards on electronic waste practices. When IT equipment such as computers, printers, or other accessories become obsolete,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

At the end of 2024, our headquarters facility relocated to Rosemont, IL. As part of this transition, we responsibly recycled 9.5 metric tons of electronic waste.

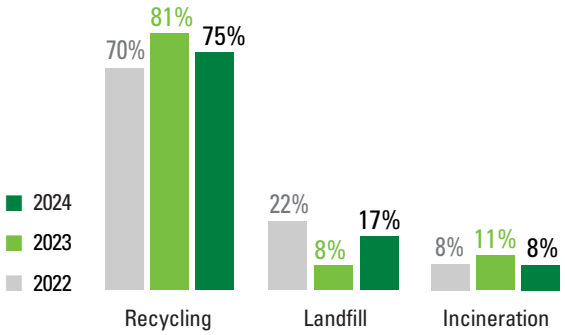
Our impact Through this approach we strive to reduce waste generated in our operations, including hazardous waste, and minimize the risks associated with hazardous waste. Although our waste generation increased in 2024, this was due to several large, one-time projects, at two of our locations.

The amount of hazardous waste used in our operations has decreased by 20% since we started reporting in 2021.

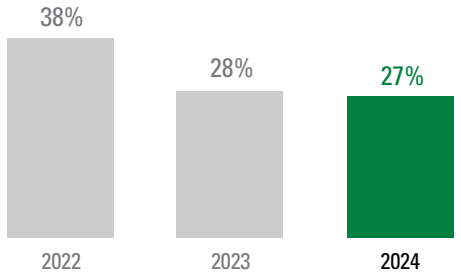
WASTE GENERATED
metric tons



2024 WASTE DISPOSAL METHODS



HAZARDOUS VS. NON-HAZARDOUS WASTE GENERATED
percentage hazardous



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WASTE REDUCTION ACTIONS WITHIN OUR MANUFACTURING FACILITIES

Waste reduction

Resin is a key raw material used in many of our manufacturing sites in the molding process. Based on part design, our teams seek to maximize the use of recycled resin and regrind resin within our operation for reuse.

At our site in Matehuala, Mexico, they used about 230,000 pounds of recycled or regrind resins during 2024, representing about 14% of total resin use.

Enhanced Material Recycling: Our Huizhou, China site has showcased its strong commitment to improving waste management by implementing a leftover material recycling program. This initiative has led to the conservation of nearly 51 tons of copper. Through meticulous sorting of leftover materials, the site has demonstrated its dedication to resource efficiency and environmental stewardship.

Minimize Waste with Reusable Plastics: In Kaunas, Lithuania, the site introduced reusable plastic trays for components, replacing the previous disposable packaging solutions. Along with newly implemented waste sorting procedures, these initiatives highlight the commitment to waste minimization.

By September 2024, these efforts had successfully reduced the total waste sent to landfill by that site by 40%.

Hazardous Waste Reduction

Hazardous Waste Reduction and Water Conservation: Our Piedras Negras, Mexico site has taken a major step in reducing hazardous waste with the introduction of a new contaminated water treatment system. This innovative solution not only enables the reuse of water in the stamping process, conserving precious resources, but also cut hazardous waste by 50%.

As a result, 390 m_3 of contaminated water is now being reused annually instead of being disposed of.

Technologies that Improve Chemical Management: To help do their part in reducing site emissions, the Dongguan, China site installed a Regenerative Catalytic Oxidizer (RCO) to replace the old VOC gas treatment system with carbon filters. This strategic investment has successfully reduced emissions by over 50% and hazardous waste by 80%, demonstrating the site's strong commitment to environmental sustainability.

We are closely monitoring our waste disposal methods and recycled 75% of our waste generated throughout 2024. Our priorities remain focused on reducing the waste generated by our operations and sent to landfills.

Hazardous Waste

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

Waste Minimization

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

Employee Training

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

Compliance Verification

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

Responsible Disposal

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

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OUR **SUPPLIERS**

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

SUSTAINABLE SUPPLY CHAIN AND HUMAN RIGHTS

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

We further strive to operate a reliable and responsible supply chain free from prohibited forms of labor and compliant with ISO9001, ISO14001, ISO 45001, and IATF16949 (for automotive products) requirements, as defined in our Supplier Quality Manual. Suppliers provide certificates of compliance to specific regulations, including to Restriction on Hazardous Substances (ROHS), Registration, Evaluation and Authorization of Chemicals (REACH), and Halogen-free.

Our approach **Supplier risk management**

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

During 2024, we allocated additional resources and made investments to further enhance our business continuity and risk management focus within our supply chain.

The key factors that contribute to a supplier's ESG score include:

Environmental

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

Social

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

Governance

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

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Our Impact

Since the implementation of the ESG risk score into our supplier risk assessment, we have evaluated the ESG risk score of 929 critical suppliers, representing 34% of our total direct material suppliers.

As we strive to build a resilient network of suppliers who share our commitment to the highest standards of social, environmental, and ethical conduct, these ESG risk scores help us prioritize our supplier engagement initiatives. A critical supplier is defined as a third party with whom we have significant spending, is a single source for materials, or is otherwise deemed "business critical". These 929 suppliers represent 28% of our total spend.

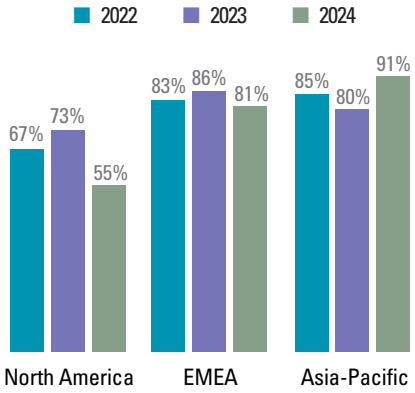
The ESG scoring process is embedded into our risk assessment methodology for new critical supplier screening, selection, and onboarding.

Our approach Environmental

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

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

PROCUREMENT BUDGET SPENT
on Local Direct Material Suppliers



Our Impact Due to a decrease in the price competitiveness with suppliers local to the North America and EMEA regions, our percentage of local spend in those regions decreased.

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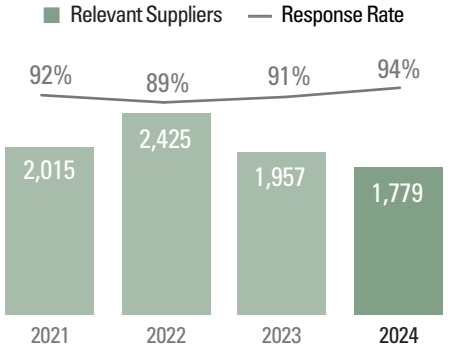
Our approach **Human Rights**

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

We further ensure that our procurement teams complete regular training on human rights and can recognize warning signs to identify the risk of forced labor within our supply chain.

During 2024, over 450 procurement and human resources employees completed Human Trafficking training.

CONFLICT MINERALS DUE DILIGENCE CAMPAIGN



We partner with our suppliers through the annual conflict minerals due diligence campaign, which allows us to better understand any human rights risks resulting from the sourcing of our products from conflict-affected or high-risk regions.

Our Impact Historically, our conflict mineral supplier due diligence program has achieved a high level of participation.

During our 2024 campaign, we received conflict minerals due diligence information from **94% of our suppliers**. We believe this level of engagement reflects our suppliers' commitment to our robust due diligence program.

Our due diligence campaigns included:

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

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

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

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

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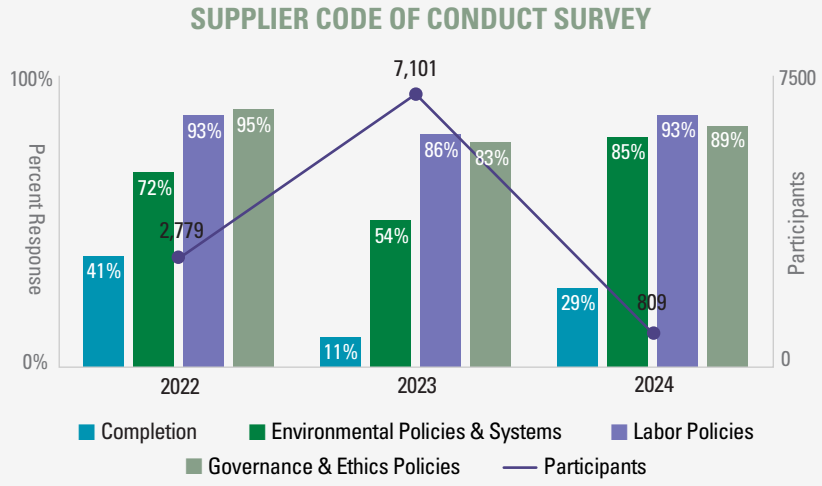
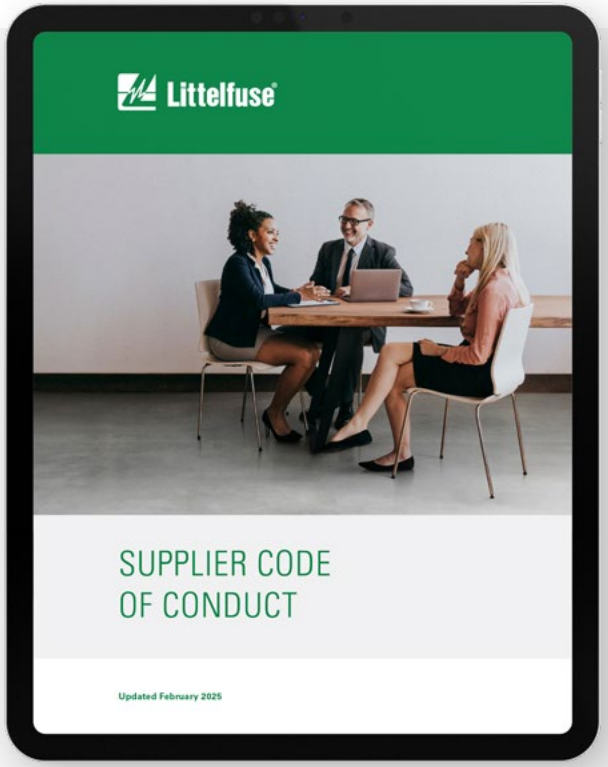
Our approach Governance

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

We distribute our Supplier Code of Conduct to our new suppliers that we acquire following an acquisition. On an annual basis, we also request suppliers to complete a questionnaire regarding their governance practices aligned with RBA and to acknowledge our Supplier Code of Conduct. Due to our low engagement results in 2023, we decided to focus our efforts toward improving supplier partnerships and narrowed the focus of this engagement to our critical suppliers. In addition to focusing this initiative on our 929 critical suppliers, we enhanced our engagement efforts by involving our procurement team members from all business units. This collaboration allows us to reach out to suppliers and gain a better understanding of opportunities for continuously improving our future annual engagements.

Our Impact We received a response from 29% of our critical suppliers, with a high percentage indicating their compliance programs meet the expectations in our Supplier Code of Conduct. These results help inform our decisions regarding our strategic partners.





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STAKEHOLDER **RECOGNITION**

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

Circuit Protection Excellence Award: This recognition was granted by the 2023 Power Industry Matching Brand Selection Committee acknowledging the company for significantly contributing to the circuit protection industry.

National Marine Electronics Association 2024 Technology Award for contributing to marine electronics.

Harmonious Employment Relations Award: Our locations in Suzhou, Kunshan, and Wuxi, China each received recognition for fostering positive and productive employment relations, promoting a collaborative and supporting work environment.

Best Places to Work in Illinois: Listed as one of the Best Places to Work in Illinois for the 13th consecutive year.

Top 5A Enterprise for Social Security: recognition for our site in Suzhou, China for outstanding contributions to social security and employee welfare, highlighting the company's commitment to supporting its workforce.

Business Growth and Distribution Support Award: Recognition from Arrow Electronics India for dedication toward leadership in India's distribution area.

Golden Choice of the Enterprise Award: Recognition at the EE Awards Asia 2024 for automotive electronics solution supplier.

Yuwell Medical's Yearly Strategic Cooperation Award: Recognition as one of China's leading healthcare device manufacturers.

EcoVadis Gold Sustainability Rating: Recognition for companies that demonstrate a strong management system that addresses sustainability criteria. Gold medals are only awarded to those scoring in the top 5%.

America's Most Responsible Companies Award from Newsweek and Statista, for the third consecutive year: recognizes responsible corporations in the US with corporate responsibility programs including environmental, social, and governance initiatives.

Supplier Award for Innovation by AL-Elektronik: Awarded by respected regional distributors recognizing our innovation and dedication towards advance solutions for customers.

UNITED NATIONS **SUSTAINABLE DEVELOPMENT GOALS**

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

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

SDG		2024
	Ensure healthy lives and promote well-being for all at all ages.	· Global employees have access to health care and benefits · Commitment to lower injury rate in the workplace with 0.194 total recordable incident rate in 2024 · 93% of our manufacturing facilities are certified to ISO 14001 Environmental Management Systems to reduce our environmental impact · 29% of our manufacturing facilities are certified to ISO 45001 to manage our occupational health risk to reduce injuries
	Achieve gender equality and empower all women and girls.	· 37.5% women on our Board of Directors · 51% women in our global workforce · 24.2% leadership positions held by women · Policies, procedures, and training regarding non-discrimination · To ensure equal pay for equal work, we periodically partner with a third party in the US to complete a pay equity analysis, evaluate the results that come from this work, and take appropriate action
	Ensure availability and sustainable management of water and sanitation for all.	· Global Water Reduction and Conservation Program for all manufacturing sites. · Water reduction targets set for sites with water stress risk classified by the WRI as medium, medium-high, high, or extremely-high; · 9% water recycled; · 10% reduction in water withdrawal from 2023 · Global completion of 55 water reduction and water conservation projects during 2024
	Ensure access to affordable, reliable, sustainable, and modern energy for all.	· Increased use of Renewable Energy to 22% in 2024 · Five sites in China procured renewable energy during 2024 · Global Energy Consumption Reduction & Efficiency Program for all manufacturing sites · 58% of sites achieved their annual Scope 1 reduction target, and 46% of sites achieved their annual Scope 2 reduction target in 2024, as we maintain annual, site-specific GHG reduction targets to support our long-term GHG reduction goal. · 2 manufacturing facilities are certified to ISO 50001 Energy Management System.

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SDG		2024
	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	· 29% of our employees are represented under collective bargaining agreements · Increased the number of suppliers assessed with an ESG score, representing 34% of our direct material suppliers to evaluate suppliers' practices around ethics, health & safety, labor, and environmental performance to inform our decision on strategic partners · Global Human Rights Policy and Corporate Social Responsibility Policies establish our zero-tolerance policy for forced labor and promote labor best practices within our operations and within our supply chain. · Adherence to requirements under the California Transparency in Supply Chain Act
	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 approximately $2.2B annual revenue in 2024
	Reduce inequality within and among countries	· 41% ethnic diversity (non-White) employee representation in the US workforce · 50% racial and ethnic diversity on the Board of Directors · Diversity, Inclusion and Belonging Council with focused mission to improve diversity, inclusion and belonging in each region where we operate. · Five employee resource groups that support broader demographics and identities, including Women's Initiative Network, Littelfuse Employees of African Descent, PROUD Alliance, Veterans Network, and We Are Littelfuse. · Global engagement with community involvement initiatives
	Ensure sustainable consumption and production patterns	· Product environment compliance steering committee drives product stewardship as a competitive advantage · 75% of total waste was recycled · Lean teams within the manufacturing sites regularly hold innovation events to encourage waste reduction · 2,007 Enterprise Lean Six Sigma projects completed during 2024 · 94% of our in-scope suppliers responded to our conflict minerals due diligence screening
	Take urgent action to combat climate change and its impacts	· Established GHG emission reduction goal of 38% by 2035, in line with United Nation's prior Sustainable Development Goal to keep global temperatures below 2 degrees above pre-industrial levels. · Achieved 18% reduction towards our GHG target · Reporting and monitoring of 9 categories within our Scope 3 emissions to further understand our broader organizational impact. · Reduced our absolute Scope 2 Market Based GHG emissions by 2%, as additional sites procured renewable energy in 2024. · 93% of our manufacturing facilities are certified to ISO 14001 Environmental Management System.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
GRI 1: Foundation 2021			
Statement of Use:	Littelfuse, Inc. has reported in accordance with the GRI Standards for the period January 1, 2023 through December 31, 2024.		
GRI Used:	GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021			
	2-1 Organization details	Company Profile	
	2-2 Entities included in the organization's sustainability reporting	Form 10-K, Exhibit 21.1	
	2-3 Reporting period, frequency and contact point	Report Foundation	
	2-4 Restatements of information	Report Foundation	
	2-5 External assurance	Report Foundation	
	2-6 Activities, value chain and other business relationships	Company Profile Product Development & Innovation Stakeholder Recognition Sustainable Supply Chain and Human Rights	
	2-7 Employees	Social Data	
	2-8 Workers who are not employees	Social Data	
	2-9 Governance structure and composition	Governance	
	2-10 Nomination and selection of the highest governance body	Proxy Statement	
	2-11 Chair of the highest governance body	Proxy Statement	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance	
	2-13 Delegation of responsibility for managing impacts	Governance	
	2-14 Role of the highest governance body in sustainability reporting	Governance	
	2-15 Conflicts of interest	In accordance with Section 10 of the Corporate Governance Guidelines, directors must disclose any potential conflict of interest, and otherwise are subject to the Company's Related Person Transaction Policy and disclosure requirements therein. All employees are subject to the Company's Conflict of Interest Policy.	

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GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
	2-16 Communication of critical concerns	Proxy Statement Our Chief Executive Officer, Chief Financial Officer, Chief Legal Officer, and Chief Human Resources Officer meet on a quarterly basis to review the reports received through our Ethics Helpline (whistleblower hotline), and provide that report to the Audit Committee of our Board of Directors on a quarterly basis.	
	2-17 Collective knowledge of the highest governance body	Proxy Statement	
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement	
	2-19 Remuneration policies	Proxy Statement	
	2-20 Process to determine remuneration	Proxy Statement	
	2-21 Annual total compensation ratio	Proxy Statement	
	2-22 Statement on sustainable development strategy	Message from the CEO	
	2-23 Policy commitments	**Sustainability** - Annual Sustainability Report - 2024 CDP Climate Change Disclosure Report **Social Policies** - Company Culture - Responsible Minerals Sourcing 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 - Business Conduct & Investigation Policy - Conflict of Interest Policy - Employee Code of Conduct - Ethics Helpline - ESG Policy - Related Persons Transactions Policy - Third-Party Supplier Code of Conduct	
	2-24 Embedding policy commitments	The executive leadership team is responsible for the communication of their respective policies and procedures throughout the company and embedding same within our strategies and operations.	
	2-25 Process to remediate negative impacts	Engaging Stakeholders Business Ethics & Transparency	

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GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
	2-26 Mechanisms for seeking advance and raising concerns	Ethics Helpline	
	2-27 Compliance with laws and regulations	Form 10-K	
	2-28 Membership associations	We leverage trade associations such as the Responsible Business Alliance (RBA), NAEM (National Association of EHS&S Management), AIAG (Automotive Industry Action Group), ECPE (European Center for Power Electronics), Association for Manufacturing Excellence (AME), and Manufacturers Alliance (MAPI) to inform our overall climate change strategy. These organizations provide guidance and in some cases offer valuable benchmarking information that we consider when developing our strategy.	
	2-29 Approach to stakeholder engagement	Engaging Stakeholders	
	2-30 Collective bargaining agreements	Social Data	
GRI 3: Material Topics 2021			
	3-1 Process to determine material topics	Materiality Assessment Engaging Stakeholders	
	3-2 List of material topics	Materiality Assessment	
	3-3 Management of material topics	The management of each material topic is described throughout this Report under the relevant section, listed below: Business Ethics & Transparency Employee Experience GHG Emissions and Energy Management Health & Safety Climate Change Risk Management Human Rights Water Waste Materials Management	
GRI 201: Economic Performance 2016			
	201-1 Direct economic value generated and distributed	Company Profile Form 10-K	201-1 (a) and (b) information partially unavailable
GRI 204: Procurement Practices 2016			
	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain and Human Rights Social Data	
GRI 205: Anti-corruption 2016			
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption & Bribery	
GRI 301: Materials 2016			

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GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
	301-2 Recycled input materials used	Materials Management Waste	Global data collection remains in progress; this report includes the resin recycled rate at one facility. Resin is a critical raw material and our site in Matehuala uses a significant amount of global resin. Future reports will extend the reporting scope to include all facilities use of recycled or regrind resin and we will expand to additional critical materials.
GRI 302: Energy 2016			
	302-1 Energy consumption within the organization	GHG Emissions and Energy Management Environmental Data	
	302-3 Energy intensity	GHG Emissions and Energy Management Environmental Data	
GRI 303: Water and Effluents 2018			
	303-1 Interactions with water as a shared resource	Water	
	303-2 Management of water discharge-related impacts	Water	
	303-3 Water withdrawal	Water Environmental Data	
GRI 305: Emissions 2016			
	305-1 Direct (Scope 1) GHG emissions	GHG Emissions and Energy Management Environmental Data Littelfuse 2024 CDP Response	
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions and Energy Management Environmental Data Littelfuse 2024 CDP Response	
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions and Energy Management Environmental Data Littelfuse 2024 CDP Response	
	305-4 GHG emissions intensity	GHG Emissions and Energy Management Environmental Data	
	305-5 Reduction of GHG emissions	GHG Emissions and Energy Management	
GRI 306: Waste 2020			

GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
	306-1 Waste generation and significant waste-related impacts	Waste	
	306-2 Management of significant waste-related impacts	Waste	
	306-3 Waste generated	Waste Environmental Data	
	306-4 Waste diverted from disposal	Waste Environmental Data	
	306-5 Waste directed to disposal	Waste Environmental Data	
GRI 308: Supplier Environmental Assessment 2016			
	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain and Human Rights	
GRI 403: Occupational Health and Safety 2018			
	403-1 Occupational health and safety management system	Health & Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Hazard Identification, Risk Assessment, and Incident Investigation	
	403-3 Occupational health services	Cybersecurity & Data Privacy	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health & Safety	
	403-5 Worker training on occupational health and safety	Health & Safety	
	403-6 Promotion of worker health	Employee Wellbeing	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety	
	403-9 Work-related injuries	Health & Safety Social Data	
GRI 404: Training and Education 2016			

GRI STANDARD	DISCLOSURE	PAGE NUMBERS, URLS AND/OR DIRECT ANSWERS	OMISSION
	404-1 Average hours of training per year per employee	Training & Development	Partial omission of 404-1(a)(i) as training data by gender are not available.
	404-3 Percent of employees receiving regular performance review	During 2024, 97% of managers provided annual reviews to our employees and held performance discussions.	Partial omission of 404-3(a) as performance review completion by gender is not available. Additionally, the annual performance review process for operations and support employees is managed offline by local managers and monitored by each respective local human resources team. We currently track annual performance review completion by this employee group only at the local level.
GRI 405: Diversity and Equal Opportunity 2016			
	405-1 Diversity of governance bodies and employees	Diversity, Inclusion & Belonging Governance Structure Proxy Statement	Omission of 405-1(b)(ii), and partial omission of 405-1(b)(iii) as our report only contains employee ethnicity data within the U.S., as it is illegal in certain other countries to track ethnicity.
GRI 413: Local Communities 2016			
	413-1 Operations with local community engagement, impact assessments, and development programs	Community Involvement	
GRI 414: Supplier Social Assessment 2016			
	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain and Human Rights	
GRI 418: Customer Privacy 2016			
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Littelfuse has not identified any substantiated complaints concerning breaches of customer privacy.	

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2024	2023	2022	2021
Energy Management							
RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ) Percentage	(1) 1,074,194 (2) 76% (3) 24%	(1) 1,049,306 (2) 82% (3) 18%	(1) 1,053,403 (2) 82% (3) 18%	(1) 1,000,019 (2) 92% (3) 8%
Hazardous Waste Management							
RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t) Percentage	(1) 4,739 metric tons (2) 64% recycled	(1) 4,543 metric tons (2) 73% recycled	(1) 7,422 metric tons (2) 55% recycled	Hazardous waste generated was 5,940 metric tons. The percentage recycled is not available as we continue to improve our methods of tracking waste disposal data.
RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Number, Kilograms (kg)	No reportable spills in 2024.	No reportable spills in 2023.	No reportable spills in 2022.	No reportable spills in 2021.
Product Safety							
RT-EE-250a.	Number of recalls issued, total units recalled	Quantitative	Number	No products were recalled in 2024.	No products were recalled in 2023.	No products were recalled in 2022.	No products were recalled in 2022.
RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting currency	$0.00	$0.00	$0.00	$0.00
Product Lifecycle Management							
RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage by revenue	A portion of our products contain IEC declarable substances; however, we are in the process of improving our measurement of these metrics.			
RT-EE-410a.2	Percentage of eligible products, by revenue that meet the ENERGY STAR© criteria	Quantitative	Percentage by revenue	The ENERGY STAR® criteria is not applicable to our products.			
RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	Reporting currency	Information is not available. We are in process of improving our measurement of these metrics.			

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SASB CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2024	2023	2022	2021
Material Sourcing							
RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Discussion & Analysis	n/a	Refer to conflict minerals report, filed on SEC Form SD			
Business Ethics							
RT-EE-510a.1	Description of policies and practices for prevention of (1) corruption and bribery and (2) anti-competitive behavior	Discussion & Analysis	n/a	Refer to description in our Sustainability Report			
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	$0.00	$0.00	$0.00	$0.00
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	$0.00	$0.00	$0.00	$0.00
Activity Measures							
RTE-EE-000.A	Number of units produced by product category	Quantitative	Number	Refer to 10-K	Refer to 10-K	Refer to 10-K	Refer to 10-K
RTE-EE-000.B	Number of employees	Quantitative	Number	Refer to 10-K	Refer to 10-K	Refer to 10-K	Refer to 10-K

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TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT

Littelfuse is committed to creating long-term value through a robust sustainability strategy and ongoing improvements that enhance our transparency and effectively communicate our progress in our sustainability program.

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

Governance	
a) Describe the Board's oversight of climate-related risk and opportunities	The Littelfuse Board of Directors has delegated responsibility for oversight of the Company's sustainability program to the Nominating and Governance Committee ("NGC"). The Board of Directors delegated their oversight responsibility to the NGC to ensure the sustainability program received appropriate input and direction from members of the Board with expertise in climate-related issues, water management, waste reduction initiatives, and governance issues. The NGC regularly reviews the Company's sustainability program, various climate-related issues including the Company's participation in the CDP disclosure program and approves the publication of the annual sustainability report. The Audit Committee of the Board of Directors annually reviews physical climate-related risks within the Company's business continuity plan and enterprise risk management program.
b) Describe Management's role in managing climate-related risks and opportunities	Our strong sustainability program foundation includes our formal ESG Policy, manufacturing site sustainability teams, and a central sustainability software application to help manage and audit our global sustainability data. Further highlights of our management's role in the sustainability program include: · Quarterly updates to the Nominating and Governance Committee and/or Board of Directors; · Quarterly updates with the senior leadership team, including the Chief Legal Officer (CLO) who has overall responsibility for our sustainability and EHS functions; and · Monthly meetings of the global sustainability steering committee to drive sustainability initiatives, including establishing goals and key performance indicators for each of our material topics to monitor and measure progress.

Strategy

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

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

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

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

b) Describe the impact of climate-related risks and opportunities on business strategy, and financial planning	Over the last decade, consistent with our growth strategy, we have positioned our company within the mega structural growth theme of sustainability, including, but not limited to, applications like alternative energy (i.e., renewables, solar and wind, and energy storage) electrification, and power management. Such applications represent climate-related opportunities to increase our product content, and ultimately revenue, with customers as we help to empower their applications. Our business leaders along with our financial planning team identify high-growth and high-return opportunities for capital allocation purposes and to identify capital expenditures/investments required to support our long-term growth targets. For example, we invest in new products to broaden our portfolio, and to expand our capabilities, which may include asset/footprint additions and strategic acquisitions (i.e., Embed acquisition – firmware and software services). Regarding climate-related risks, we consider both direct and indirect costs associated with addressing environmental matters. This includes evaluating where and how we manufacture our products, conducting site resource audits, and engaging with suppliers. We also assess the environmental impact of the raw materials consumed during product development and production to better understand their effects on the environment and climate, while exploring alternative options.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario	As our corporate strategy is based on the structural themes of sustainability, connectivity, and safety, driving innovative development of components that enable lower-emission products is a key growth opportunity for Littelfuse across the industrial, transportation and electronics end markets we serve. Given our diversified technologies and capabilities we play a significant role in the advancement of these themes. Transition to a low-carbon market is a significant growth opportunity for Littelfuse. We deliver a broad product portfolio of components and solutions to our customers that help enable our customers' low-carbon applications, including but not limited to, renewables (solar, wind), energy storage, industrial motor drives, power management, HVAC, electric vehicles, and electric vehicle charging infrastructure. Part of our strategy is to also acquire companies that produce products to help enable low-emission applications. For example, we recently acquired Western Automation which produces components for renewables and off-board electric vehicle charging infrastructure. Our strategy includes reducing our absolute scope 1 and 2 emissions by 38% which is in line with a 2.0 degree scenario.
Managing Climate Change Risk	
a) Describe the organization's process for identifying and assessing climate-related risks	Our Sustainability Steering Committee identifies both physical and transition climate risks and opportunities. The Committee, overseen by the Chief Legal Officer, works in conjunction with various functions across the company to systematically identify and evaluate these risks and opportunities. With a focus on ensuring alignment with the company's overall ERM, the Committee meets every six months to assess significant changes in the company's portfolio, global footprint, or business landscape.
b) Describe the organization's process for managing climate-related risks	Using the key risk types identified by the Task Force on Climate-Related Financial Disclosure, our Committee reviews each risk type, the primary potential impact on Littelfuse, time horizon, likelihood and impact. Any significant risks and opportunities identified by the Committee are reviewed by the senior leadership team, and necessary mitigation or action plans are approved and implemented.
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	The Company manages risk through an Enterprise Risk Management (ERM) process, which is in place to identify, monitor and mitigate risks that could materially impact the organization's ability to meet strategic and financial performance objectives. Executive team owners are identified for each significant risk. These owners manage mitigation activities and continually monitor the risk through key indicators. The Company's significant risks are reevaluated every six months, with additional assessments based on significant changes to the company's portfolio, global footprint, or business landscape. In addition to managing global enterprise risk through the ERM, we are dedicated to maintaining business continuity and mitigating the impact of various risks at our manufacturing sites, including acute physical climate events like hurricanes, cyclones, heatwaves, cold waves, droughts, and floods. Our manufacturing sites have comprehensive business continuity plans in place to address these potential challenges that include mitigation strategies such as power backups and uninterrupted power supplies. These plans are reviewed and evaluated annually to assess the overall risk to the company's operations.

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Metrics and Targets	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	In 2024, Littelfuse tracked the following metrics relevant to climate-related risks and opportunities: · Scope 1 GHG emissions · Scope 2 GHG emissions (location-based and market-based) · Relevant and material Scope 3 GHG emissions (Categories 1, 2, 3, 4, 5, 6, 7, 8, 9) · GHG Intensity (per million revenue) · Energy consumption (including renewable and non-renewable) · Energy intensity (per million revenue) · Water withdrawal · Water recycled · Water intensity (per million revenue) · Total waste generated (including hazardous and non-hazardous) · Waste recycled, sent to landfill, or incinerated
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks	Refer to the Environmental Appendix, page 64-65, of our 2024 Sustainability Report
c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets	Littelfuse has established a goal to reduce our scope 1 and scope 2 GHG emissions by 38%, based on the revenue intensity metric. The baseline year is 2019, and our goal is to achieve the reduction by 2035, which is in line with a 2.0-degree scenario. As of 2024, we have achieved a 18% reduction in our GHG intensity since our 2019 baseline year.

SUSTAINABILITY DATA

ENVIRONMENTAL DATA	UNIT	2024	2023	2022	2021	2020	2019
Revenue	in millions	$2,191.00	$2,362.70	$2,513.90	$2,079.90	$1,445.70	$1,503.90
Manufacturing Facilities in Scope[1]	number	28	28	24	23	19	19
Energy Consumption[2]							
Non-renewable sources	MWh	234,190	239,483	241,176	252,471	211,155	209,187
Renewable sources	MWh	64,198	51,992	51,436	21,615	33,574	35,310
Total energy consumption	MWh	298,388	291,475	292,612	274,086	244,729	244,497
Energy Intensity	MWh/$M Revenue	136	123	116	132	169	163
Water Usage							
Total water withdrawal[3]	megaliters	1,526	1,694	1,911	1,500	1,322	1,340
Water recycled	megaliters	138	152	111	114	*	*
Total water withdrawal from areas with water stress[4]	megaliters	1,199	1,525	921	1,387	1,203	1,216
Water Intensity	megaliters/$M Revenue	0.70	0.72	0.76	0.72	0.91	0.89
Greenhouse Gas Emissions							
Scope 1	metric tons CO_2e	35,110	34,200	40,108	38,894	40,021	45,593
Scope 2 - Location-based	metric tons CO_2e	131,831	129,400	158,010	173,703	154,924	137,363
Scope 2 - Market-based	metric tons CO_2e	102,235	104,566	111,288	165,040	109,870	104,646
GHG Total (Scope 1 & 2) - Location-based	metric tons CO_2e	166,941	163,600	198,118	212,597	194,945	182,956
GHG Total (Scope 1 & 2) - Market-based	metric tons CO_2e	137,345	138,766	151,396	203,934	149,891	150,239
GHG Emission Intensity Total - Location based	metric tons CO_2e/$M Revenue	76	69	73	87	103	94
GHG Emission Intensity Total - Market based	metric tons CO_2e/$M Revenue	63	59	56	83	79	77

1. Includes all manufacturing sites and excludes sales offices, NPD centers, labs, distribution centers and warehouses (collectively, "non-manufacturing" facilities). In 2024, the emissions from our non-manufacturing facilities represented 1.3% of our global emissions, and therefore, these facilities have been excluded from our Reporting Boundary. We evaluate the non-manufacturing facilities' emissions on an annual basis.
2. Energy consumption includes fuel, electricity, heat, generated heat and steam. Energy consumption is limited within the organization.
3. Water source data includes: 2024: 105 ML ground water, renewable and 1,421 ML municipal water (public or private utilities), 2023: 119 ML ground water, renewable and 1,575 ML municipal water (public or private utilities) 2022: 108 ML ground water, renewable and 1,802 ML municipal water (public or private utilities), 2021: 96 ML ground water, renewable and 1,425 ML municipal water (public or private utilities), 2020: 83 ML ground water, renewable and 1,239 ML municipal water (public or private utilities), 2019: 84 ML ground water, renewable and 1,256 ML municipal water (public or private utilities).
4. Water withdrawal in areas of water stress 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 https://www.wri.org/data/aqueduct-water-risk-atlas. Determination of water stress locations is based on WRI stress of 20% or higher in pessimistic scenario.

   Sites considered medium-high, high, or extremely high water stress risk include: Achim, Germany; Tsukuba, Japan; Shanghai, Suzhou, Kunshan, and Wuxi, China; Lipa, Philippines; Beverly, MA, Allen, TX, and Brownsville, TX US; Matamoros, Matehuala, Muzquiz, and Piedras Negras Mexico.

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ENVIRONMENTAL DATA	UNIT	2024	2023	2022	2021	2020	2019
Greenhouse Gas Emissions (continued)							
Scope 3 Total[1]		389,068	547,418	560,300	456,480	*	*
Category 1: purchased goods and services	metric tons CO_2e	212,000	338,031	272,331	208,915	*	*
Category 2: capital goods	metric tons CO_2e	24,454	30,315	39,650	32,602	*	*
Category 3: fuel and energy related activities	metric tons CO_2e	44,553	43,887	44,909	42,583	*	*
Category 4: Upstream transportation and distribution	metric tons CO_2e	69,862	83,134	147,054	123,877	*	*
Category 5: waste generated in operations	metric tons CO_2e	2,650	1,612	1,613	1,373	*	*
Category 6: business travel[2]	metric tons CO_2e	9,087	11,165	10,292	2,644	*	*
Category 7: employee commuting[3]	metric tons CO_2e	17,434	17,485	20,541	19,892	*	*
Category 8: upstream leased assets[4]	metric tons CO_2e	238	*	*	*	*	*
Category 9: downstream transportation and distribution	metric tons CO_2e	8,790	21,790	23,910	24,594	*	*
Waste Generated							
Total Waste Generated[5]	metric tons	17,680	15,992	19,679	13,853	9,670	9,253
Recycled[6]	metric tons	13,278	12,968	13,764	*	*	*
Sent to Landfill	metric tons	3,034	1,307	4,334	*	*	*
Incinerated	metric tons	1,369	1,717	1,581	*	*	*
Total Hazardous Waste	metric tons	4,739	4,543	7,422	5,940	*	*
Hazardous Waste Recycled[6]	metric tons	3,049	3,306	*	*	*	*
Hazardous Waste to Landfill	metric tons	1,045	377	*	*	*	*
Hazardous Waste Incinerated	metric tons	644	860	*	*	*	*
Total Non-Hazardous Waste	metric tons	12,941	11,450	*	*	*	*
Non-Hazardous Waste Recycled[6]	metric tons	10,288	9,663	*	*	*	*
Non-Hazardous Waste to Landfill	metric tons	1,989	930	*	*	*	*
Non-Hazardous Waste Incinerated	metric tons	724	857	*	*	*	*

1. Our estimated Scope 3 emissions for categories 1, 2, 4, 6, and 9 are calculated based on the spend methodology defined by the WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
2. Excludes business travel data from Embed, Bremerhaven (C&K) and Lampertheim (IXYS).
3. Category 7 emissions calculations include teleworking.
4. Reporting started in 2Q2024 and is done on quarterly basis.
5. Waste generated was not adjusted for any recycled waste.
6. Recycled waste includes composted, recovered, or reused waste.

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SOCIAL DATA	UNIT	2024	2023	2022	2021	2020	2019
Governance Body (Board of Directors)							
Board of Directors	number	8	9	8	9	10	9
Female Directors	number	3	3	2	2	2	1
Directors over 50 years old	number	8	9	8	9	10	9
Directors who are underrepresented ethnic minorities	number	2	2	3	3	3	2
Employees in scope							
Littelfuse employees[1]	number	16,112	16,831	18,134	16,579	12,273	11,319
Full-time employees	number	15,903	16,686	18,070	16,396	12,189	11,232
Part-time employees	number	209	145	64	183	84	87
Contract Workers[2]	number	104	148	284	426	103	92
Employees represented under collective bargaining agreements	% total workforce	29%	28%	31%	31%	25%	20%
Diversity in scope[3]							
Geographic Locations							
Percent employees located in the Americas	% total workforce	46%	49%	49%	52%	46%	43%
Percent employees located in Asia-Pacific	% total workforce	41%	39%	39%	37%	40%	41%
Percent employees located in Europe	% total workforce	13%	12%	12%	11%	14%	16%
Gender Data							
Female employees	number	8,158	8,636	9,468	8,830	6,564	6,097
Male employees	number	7,918	8,169	8,647	7,747	5,601	5,130
Percent female employees	% total workforce	51%	51%	52%	53%	54%	54%
Female employees in leadership[4]	number	289	270	228	187	163	150
Male employees in leadership[4]	number	904	931	839	732	657	618
Percent female employees in leadership[4]	% total leaders	24.20%	22.5%	21%	20%	20%	20%
U.S. Ethnicity Data							
White	% U.S. workforce	59%	56%	52%	58%	*	*
Hispanic or Latino	% U.S. workforce	12.9%	18%	19%	20%	*	*
Asian	% U.S. workforce	18.1%	18%	15%	16%	*	*
Black or African American	% U.S. workforce	4.5%	3.4%	3.5%	3.0%	*	*
Native Hawaiian or Other Pacific Islander	% U.S. workforce	0.4%	<1%	<1%	<1%	*	*
American Indian or Alaska Native (not Hispanic or Latino)	% U.S. workforce	0%	0%	<1%	<1%	*	*
Two or More Races	% U.S. workforce	1.70%	1%	1%	<1%	*	*
Not Specified	% U.S. workforce	3.40%	<1%	9%	2%	*	*

1. Total employee count excludes contract employees.
2. Contract Workers excludes service vendor workers.
3. Excludes contract employees and employees who did not select a gender or ethnicity.
4. Leadership defined as employees at grade level 12 and above.

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SOCIAL DATA	UNIT	2024	2023	2022	2021	2020	2019
Training							
Total training hours	number	253,846	196,109	139,998	131,332	132,045	*
Production employee training hours	number	124,820	73,340	47,544	59,532	75,196	*
Professional and support employee training hours	number	129,026	122,769	92,694	71,800	56,849	*
Total average training hour per employee	training hours/employees	16	12	9	10	11	*
Training hours per production employee	training hours/direct employee	16	9	6	8	12	*
Training hours per professional and support employee	training hour/indirect employee	16	14	12	11	10	*
Injuries and Safety Incidents Per 100 Employees[1]							
Number of hours worked	number	33,981,289	38,021,491	38,630,529	30,146,548	23,706,431	24,947,878
Fatalities	number	0	0	0	0	0	0
Recordable injuries	number	33	44	36	35	17	27
Lost time injuries[2]	number	27	40	34	32	16	21
Medical treatment	number	6	4	2	3	1	6
Days lost[2]	number	515	1,328	1,402	1,282	362	451
Total Recordable Incident Rate (TCIR)[1]	case number / hours worked	0.194	0.231	0.186	0.232	0.143	0.216
Lost time Injury Rate (LTIR)[1]	case number / hours worked	0.159	0.21	0.176	0.212	0.135	0.168
Suppliers[3]							
Total number of suppliers	number	11,398	8,878	9,171	7,908	7,777	*
Direct material suppliers	number	2,695	2,764	2,779	1,857	1,864	*
Significant locations of operation[4]	number of locations	35	28	24	23	19	19
Local direct suppliers in Asia-Pacific[5]	percent of spend on local suppliers	91%	80%	85%	86%	85%	86%
Local direct suppliers in EMEA[6]	percent of spend on local suppliers	81%	86%	83%	80%	79%	79%
Local direct suppliers in North America[7]	percent of spend on local suppliers	55%	73%	67%	67%	65%	71%

1. Includes workers who are not employees but whose work and/or workplace is controlled by Littelfuse. Rates are calculated based on 200,000 hours worked.
2. Includes job transfer/restricted duty.
3. Excludes suppliers to Embed, acquired in 2022.
4. The significant locations of operation include all manufacturing sites and exclude sales offices, NPD centers, labs, distribution centers and warehouses.
5. Asia-Pacific region includes suppliers in China, Philippines, Korea, India, Japan, Singapore and Thailand.
6. EMEA region includes suppliers in Germany, United Kingdom, Italy, Lithuania, France and other countries in Europe.
7. North America region includes suppliers in the US and Mexico.

Verification Statement US25/00000175

The Greenhouse Gas Emission Inventory from January 01 to December 31 of 2024 has been verified in accordance with the requirements of the

WRI/WBCSD GHG Protocol – A Corporate Accounting and Reporting Standard

For the following activities:

"Industrial Technology Manufacture"

Total GHG Emissions:

Location-based: 166,940 metric tonnes of CO_2 equivalent (Scope 1 and 2)
35,110 metric tonnes of CO_2 equivalent for Scope 1
131,831 metric tonnes of CO_2 equivalent for Scope 2 (location based)

Market-based: 137,345 metric tonnes of CO_2 equivalent (Scope 1 and 2)
35,110 metric tonnes of CO_2 equivalent for Scope 1
102,235 metric tonnes of CO_2 equivalent Scope 2 (market based)

Lead Auditor: Bright Kumordzi
Support Auditor: Connan Lee
Technical Review: Alexis Guirin
Statement date: April 22, 2025

Authorized by
Viqaruddin Mohammed

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Statement US25/00000175, continued

Littelfuse, Inc.

Brief Description of Verification Process
SGS has been contracted by Littelfuse, Inc. for the verification of direct and indirect carbon dioxide equivalent (CO_2e) emissions as provided by Littelfuse, Inc. in their GHG Statement in the form of a "Sustainability Report" covering CO_2e emissions.

Roles and Responsibilities
The Ethics, Compliance & Sustainability Department of Littelfuse, Inc. is responsible for the organization's GHG information system, the development and maintenance of records and reporting procedures in accordance with that system, including the calculation and determination of GHG emissions information and the reported GHG emissions. It is SGS' responsibility to express an independent GHG verification opinion on the emissions as provided in the Littelfuse, Inc.'s GHG Statement for FY2024 (01.01.2024 to 31.12.2024).

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

Level of Assurance
The level of assurance agreed is Limited.

Scope
Littelfuse, Inc. has commissioned an independent verification by SGS of reported CO_2e emissions arising from their operations, to establish conformance with the requirements of GHG Protocol within the scope of the verification as outlined below. Data and information supporting the CO_2 equivalent Statement were historical in nature and projected; and proven by evidence. This engagement covers verification of emissions from anthropogenic sources of GHG included within the organization's boundary and meets the requirements of GHG Protocol.

- **Organizational boundary:** Operational Control Approach
- **Description of activities**: Industrial Technology Manufacture
- **Locations included in the Verification:** Global Operations with HQ in USA. It includes 28 manufacturing sites, distributed among USA, Mexico, Asia and Europe. The boundaries do not include the non-manufacturing facilities (research and development labs, leased offices and distribution centers), as collectively these assets / facilities account for less than 10% of the overall emission.
- **Physical infrastructure, activities, technologies and processes of the organization:** Manufacturing sites.
- **GHG sources included:**
  Scope 1 – Direct GHG emissions
  Stationary and mobile combustion, fugitive emissions, process emissions.
  Scope 2 – Indirect Emissions associated with electricity
  Emissions from imported energy: Purchased electricity and steam.
- **Exclusions:** Minor combustion sources, CO2 extinguishers, and other nonmaterial GHG emissions.
- **GHGs included**: CO_2, N_2O, CH_4, HFCs, PFCs, SF_6 and NF_3. Separately quantified CO_2e emissions due to HCFCs.
- **GHG information for the following period was verified**: CY2024 (01.01.2024 to 31.12.2024)
- **Global Warming Potentials** (GWPs): IPCC AR5.
- **Intended user of the verification statement**: Internal and general public.
- **Mitigation Activities:** Solar panels in Philippines and Lithuania, HVAC system efficiency in several manufacturing sites. Renewable Energy Purchased for Electricity Consumption providing I-RECs, electricity supply agreements and other instruments.
- **GHG Emission reduction targets:** Published in the 2023 Sustainability Report, a goal of 38% reduction in scope 1 and scope 2 GHG emission intensity by 2035 from a Base Year of 2019.

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Statement US25/US25/00000175, continued

Littelfuse, Inc.

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

- Whether the CO_2 equivalent emissions are as declared by the organization's GHG Statement
- That the data reported are accurate, complete, consistent, transparent and free of material error or omission.

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

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

Conclusion
Littelfuse, Inc. provided the GHG Statement based on the requirements of the GHG Protocol for the period 01.01.2024 to 31.12.2024 were verified by SGS to a limited level of assurance, consistent with the agreed verification scope, objectives and criteria, as follows:

Location-based: 166,940 metric tonnes of CO2 equivalent (Scope 1 and 2)
35,110 metric tonnes of CO2 equivalent for Scope 1
131,831 metric tonnes of CO2 equivalent for Scope 2 (location based)

Market-based: 137,345 metric tonnes of CO2 equivalent (Scope 1 and 2)
35,110 metric tonnes of CO2 equivalent for Scope 1
102,235 metric tonnes of CO2 equivalent Scope 2 (market based)

Separately,

- Non-Kyoto GHG emissions (due to HCFCs) were 1,376 metric tonnes of CO_2 equivalent,
- Direct biomass combustion emissions were 27 tonnes of CO_2.

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

SGS concludes with a limited level of assurance that the presented CO_2e Statement is materially correct and is a fair representation of the CO_2e data and information and is prepared following the requirements of the criteria. SGS concludes that the data is accurate, complete, consistent, transparent and free from material error or omission.

We have planned and carried out our work to obtain the information, explanations and evidence that we have considered necessary to conclude with a limited level of assurance that the GHG emissions for the period 01.01.2024 to 31.12.2024 are fairly declared.

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

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

Considerations and Limitations

- As the GHG inventory calculation is conducted by a platform tool, some local factors were not considered for simplification. However, at an individual site level, the information would be more precise if local specific factors are used.
- An uncertainty assessment was not prepared, which would be beneficial for the interpretation of the results.
- The Base Year 2019 was not verified by 3rd Party, which is relevant for tracking the reductions and performance over time.

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

Note: This Statement is issued, on behalf of Client, by ***SGS North America Inc.*** - 400 Broadacres Drive, Suite 200, 2nd Floor Bloomfield, N.J, 07003, United States of America. ("SGS") under its General Conditions for GHG Validation and Verification Services. The findings recorded hereon are based upon an audit performed by SGS. A full copy of this statement and the supporting GHG Report may be requested to **Littelfuse, Inc.** This Statement does not relieve Client from compliance with any bylaws, federal, national or regional acts and regulations or with any guidelines issued pursuant to such regulations. Stipulations to the contrary are not binding on SGS and SGS shall have no responsibility vis-à-vis parties other than its Client.

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FORWARD LOOKING STATEMENTS & DISCLOSURES

Non-financial information in this report is subject to measurement uncertainties and estimates related to the limitations inherent in the nature and methods used for determining such data. The statements in this report that are not historical facts are intended to constitute "forward-looking statements" entitled to the safe-harbor provisions of the Private Securities Litigation Reform Act. These statements may involve risks and uncertainties including those risks that 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 the information provided in the financial statements appearing in the company's Annual Report on Form 10-K for the year ended December 28, 2024. Further discussion of the risk factors of the company can be found under the caption "Risk Factors" in the company's Annual Report on Form 10-K for the year ended December 28, 2024, 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 neither promised to be delivered nor guaranteed for achievement. We cannot guarantee that our directors, officers, employees, and suppliers follow the requirements of our Code of Conduct, policies, and guidelines in all circumstances. Standards of measurement and methods of calculating sustainability data are developing and numbers reported are based on company calculations and estimates.

Unless otherwise indicated, references to "Littelfuse," "the Company," "we," "our," and "us," in this report refer to Littelfuse, Inc. and its consolidated subsidiaries. The content of this report generally covers subject matter for the 2024 calendar year unless otherwise noted and is limited to operations owned and/or operated by Littelfuse.

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