



Expertise Applied | Answers Delivered

FUNCTION: Legal	POLICY: Environmental, Social, and Governance (ESG) Policy
PAGE: 1 of 2	REFERENCE NUMBER: LG.200
EFFECTIVE DATE: December 20, 2022	APPROVED BY: Chief Legal Officer

PURPOSE

The purpose of this Policy is to demonstrate the commitment of Littelfuse, Inc. to the long-term value of a robust sustainability strategy, that is communicated through the annual publication of the Littelfuse Sustainability Report, and other environmental, social, and governance (“ESG” or “sustainability”) disclosure initiatives.

SCOPE

This Policy applies globally to all Littelfuse companies, including all directly and indirectly, owned subsidiaries and affiliates under the operational control of Littelfuse, Inc. (collectively, the “Company”). We expect all our associates to be aware of this Policy.

RESPONSIBILITY

The Sustainability Steering Committee, under the direction of the Chief Legal Officer, shall be responsible for establishing the Company’s ESG strategy, goals and targets, and for maintaining this Policy and providing periodic training. The Sustainability Steering Committee provides quarterly sustainability program updates to the Chief Executive Officer, Chief Financial Officer, Chief Legal Officer, and Chief Human Resources Officer.

The Nominating and Governance Committee of the Board of Directors provides oversight of the Company’s sustainability program.

POLICY

Littelfuse has identified its key stakeholders, including customers, employees, investors, and the communities where we live and work. Through our engagement efforts with these key stakeholders, we have identified strategic focus areas that align with our overall business strategy. These strategic focus areas, including our goals and metrics, are approved by the senior leadership team, and our progress towards these goals is communicated to our key stakeholders through our annual Sustainability Report, which is approved by the Nominating and Governance Committee.

The identification of these strategic focus areas will be reviewed and updated periodically through internal and external materiality assessments.

PROCEDURE

To ensure that we communicate our ESG initiatives in a transparent and accurate manner to all stakeholders, Littelfuse has committed to provide disclosure on each of the strategic focus areas listed below, not less than annually.

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Environment

Littelfuse is committed to responsibly managing our operations in a manner that reduces our environmental footprint and protects our environment through waste elimination and resource conservation. Our environmental strategic focus areas include initiatives around monitoring, managing, and reduction efforts of the following:

- Climate Change / GHG Emissions
- Energy Management
- Waste & Hazardous Materials
- Water Management

Social

From our production lines to our engineering labs, the office or distribution center, the contributions of our talented teams make a critical difference in our business success. Littelfuse is committed to first and foremost, ensuring the health, safety and well-being of our employees. We further believe in fostering a workplace where diversity, inclusion, and belonging and career development are a priority, as well as supporting the communities where we live and work. Therefore, our social strategic focus areas include initiatives around monitoring, managing, and enhancing the following:

- Health and Safety in the Workplace
- Diversity, Inclusion & Belonging
- Training, Education & Career Development
- Community Impact

Governance

Strong governance practices create the critical foundation that establishes standards and expectations that the Company will abide by, as well as responsibilities of our various stakeholders. These practices help to align our stakeholders with the value of our long-term sustainability strategy. Therefore, our strategic focus areas include initiatives around monitoring, managing and enhancing the following:

- Business Ethics
- Product Stewardship
- Sustainable Supply Chain

The Company will regularly collect data and report progress in each of these strategic focus areas from its global locations to support the overall goal to reduce our environmental footprint and enhance our social and governance programs.

REVISION HISTORY

First issuance.