

REPORTING, INVESTIGATIONS OF MISCONDUCT AND NON-RETALIATION POLICY

PURPOSE

Littelfuse, Inc. (the “Company”) is committed to maintaining the highest standards of ethical conduct. As part of this commitment, the Company has adopted this Policy for associates and other interested parties to submit questions, complaints or concerns (each a “Report”) regarding perceived violations of the Company’s Code of Conduct or regarding the accuracy of the Company’s financial statements, press releases or other public disclosures, accounting, internal accounting controls or auditing matters. Furthermore, Littelfuse does not tolerate retaliation, retribution or harassment (collectively “Retaliation”) in response to those reporting their good faith concerns or participating in investigations of potential violations.

The purpose of this Policy is to (1) require associates to report suspected misconduct, (2) establish mechanisms and responsibilities for reporting misconduct and investigating those reports, (3) establish protection from Retaliation as a response to such reports, and (4) notify associates where they can seek assistance or report concerns about compliance with this Policy.

SCOPE

This Policy applies to all directors, officers and associates of Littelfuse, Inc. and its subsidiaries and affiliates, wherever incorporated, chartered, organized or located, including related companies, partnerships and joint ventures in which Littelfuse has a controlling interest.

RESPONSIBILITY

To ensure an independent assessment of any Reports that might directly or indirectly involve management, the Audit Committee of the Board of Directors will receive a summary of all Reports and will have the ultimate authority to manage the investigation and resolution of Reports. The details of how a Report can be made and how it will be handled are set forth below.

To facilitate the investigation of Reports, the Audit Committee has appointed the Chief Legal Officer as the Report Supervisor.

REPORTING OF MISCONDUCT

Littelfuse requires associates to report any violation or good faith concerns of potential violations of law, regulation or company policy, including those involving actual or suspected fraud and misconduct as well as violations of the Code of Conduct.

The Company understands that in certain cases there may be concerns about confidentiality. The Company prefers that Reports identify the person submitting them. Identification facilitates follow up and helps avoid abuse of the process by someone seeking to harm or embarrass a person who may be entirely innocent of any wrongdoing. However, if an associate feels it is necessary, anonymous submissions will be accepted, unless prohibited pursuant to applicable laws.

The mechanisms to facilitate such reporting are listed below.

How to Submit a Report

There are five ways to submit a Report.

- 1. Letter:** Mail a description of the Report to the following address:
Chief Legal Officer
Littelfuse, Inc.
8755 W. Higgins Road, Suite 500, Chicago, Illinois 60631
- 2. E-Mail:** Send the Report to the following E-mail address:
Helpline@Littelfuse.com
- 3. Website:** Report a concern online through the following website:
<https://littelfusehelpline.alertline.com>
- 4. Telephone:** Call the Ethics Helpline using the following phone numbers and report the Report to an independent, third-party professional call administrator.

For countries that have more than one hotline number listed, each number corresponds to a local phone service carrier within the country. Typically, only one of the numbers will work with each carrier. The caller should choose the number that corresponds to the format used by their local carrier.

- Canada 1-800-803-4135
- China 400 120 3081
- Germany¹ 08001813034
- Italy¹ 800-790260
- Japan 0034-800-900071 (NTT)
0066-33-801209
0066-33-112572
00531-11-4905
- Korea 00308-11-0518
00798-1-1-004-0083
00368-110116
- Lithuania¹ 8-800-20003
- Mexico 877-495-3308
- Taiwan 00801-10-4107
- United States 1-800-803-4135

¹ Data Protection (European Union)

Without prejudice to any other effective data protection notice, clause or policy within Littelfuse, associates are informed that the implementation of this Policy potentially generates personal data processing, subject to the relevant data protection regulations. Personal data collected and/or processed in connection with submitting a Report will be used exclusively for the purpose of investigating the Report as described herein. Further, personal data submitted on a Report will be transferred out of the European Union to the United States. Associates are entitled to exercise their right of access and/or rectification, if any, with respect to any such data to the extent provided by applicable law. The data will not be used for marketing purposes. Anyone filing a Report pursuant to this policy consents to the above processing and transfer of personal data.

For callers from the below countries, use the local access numbers which connect you to AT&T, then use the US telephone number.

- Brazil 0-800-888-8288 then dial 1-800-803-4135
- Hong Kong 800-96-1111 then dial 1-800-803-4135
- Netherlands¹ 0800-022-9111 then dial 1-800-803-4135
- Philippines 3 then dial 1-800-803-4135 (HC phone)
900 then dial 1-800-803-4135 (local phone)
- Portugal¹ 800-800-128 then 844-216-1302
- Singapore 800-011-1111 then dial 1-800-803-4135 (SingTel)
800-001-0001 then dial 1-800-803-4135 (StarHub)
- UK¹ 0-800-89-0011 then dial 1-800-803-4135

To call the Ethics Helpline from any other country, please visit the website www.ATT.com/Traveler to obtain an AT&T access number, then dial 1-800-803-4135.

5. In Person: Submit the Report in person to your supervisor.

Duty to Notify the Report Supervisor

Where an associate or other interested party has submitted a Report directly to a supervisor or member of management, the person receiving such Report must immediately notify the Report Supervisor of the Report via email to helpline@littelfuse.com.

Reports Made in Bad Faith

Reports made in bad-faith are grounds for discipline. This Policy is not intended to create immunity for associates directly involved in fraud or misconduct who self-report. However, a prompt, good faith or truthful report by an associate involved in misconduct will be taken into consideration in determining appropriate disciplinary action.

INVESTIGATION PROCESS

The Report Supervisor or his or her designee will monitor the above-mentioned incoming mail, e-mail address, website submissions and incoming calls on a regular basis and review all submissions.

The Report Supervisor or his or her designee will manage the processing of all Reports, regardless of whether or not the reporting person is anonymous. Associates' questions and concerns will be addressed fairly, no matter what is at stake and who may be implicated. Littelfuse associates must support and cooperate in Company investigations of suspected misconduct. Reports of misconduct will be reviewed as soon as practical.

Depending on the nature and seriousness of the allegation(s) in the Report, internal investigations may be performed by Human Resources, Finance or Internal Audit and/or the Legal Department, as deemed appropriate by the Report Supervisor or his or her designee. Allegations regarding the accuracy of the Company's financial statements, press releases or other public disclosures, accounting, internal accounting controls or auditing matters will immediately be escalated by the Report Supervisor to the Chief Accounting Officer, the Head of Internal Audit or the Audit Committee.

Each investigation will result in findings of fact, to the extent possible, and if appropriate, a recommendation of discipline. Management will impose any required disciplinary actions resulting from compliance failures or unethical conduct after consultation with those conducting the investigation.

Investigation reports will document the initial review of the allegations and any investigative or audit activity that was undertaken. If an investigation is conducted, the record of the investigation will identify the source of the allegation (unless anonymous), summarize the investigation and findings, contain recommendations for remedial action where appropriate and record the final resolution. When a report of misconduct does not merit further investigation, this conclusion and the reason for it will be documented.

Reports will be retained in confidential files. Access to these files will be restricted to the Report Supervisor and members of management specifically provided access by the Report Supervisor. Information pertaining to Reports will be retained for a minimum of seven (7) years from date of receipt, unless otherwise required by applicable law.

NON-RETALIATION

Retaliation against any director, officer or associate who reports any suspected misconduct in good faith is strictly prohibited. Retaliation means taking actions that are materially adverse to an associate. Adverse action will not be taken against anyone as a result of their good faith complaint, report or concern pursuant to these procedures and the Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any associate based on any lawful actions taken by the associate with respect to good faith reporting. Any associate may report retaliation by using the Report procedures described above. Similarly, the submission of unfounded allegations, particularly where they may harm the reputation of an associate, is itself a serious offense which will not be tolerated and will be cause for disciplinary action, up to and including termination of employment.

OVERSIGHT

The Report Supervisor will summarize the Reports received pursuant to this Policy for the Chief Executive Officer and the Audit Committee no less than quarterly. The Report Supervisor will have the authority, in their sole discretion, to bring any Report to the immediate attention of the Chairman of the Audit Committee.

Should the Report Supervisor be the subject of a Report, the Head of Internal Audit or an appropriate member of management (so long as that member of management has no involvement with the issue raised) will be responsible to manage the investigation of such Report and take any other action he or she deems appropriate including retaining outside counsel or other advisors.

The Report Supervisor is designated as the contact person for anyone wishing to follow up on their Report. If the reporting person does not believe appropriate action is being taken, he or she may contact the Head of Internal Audit.