



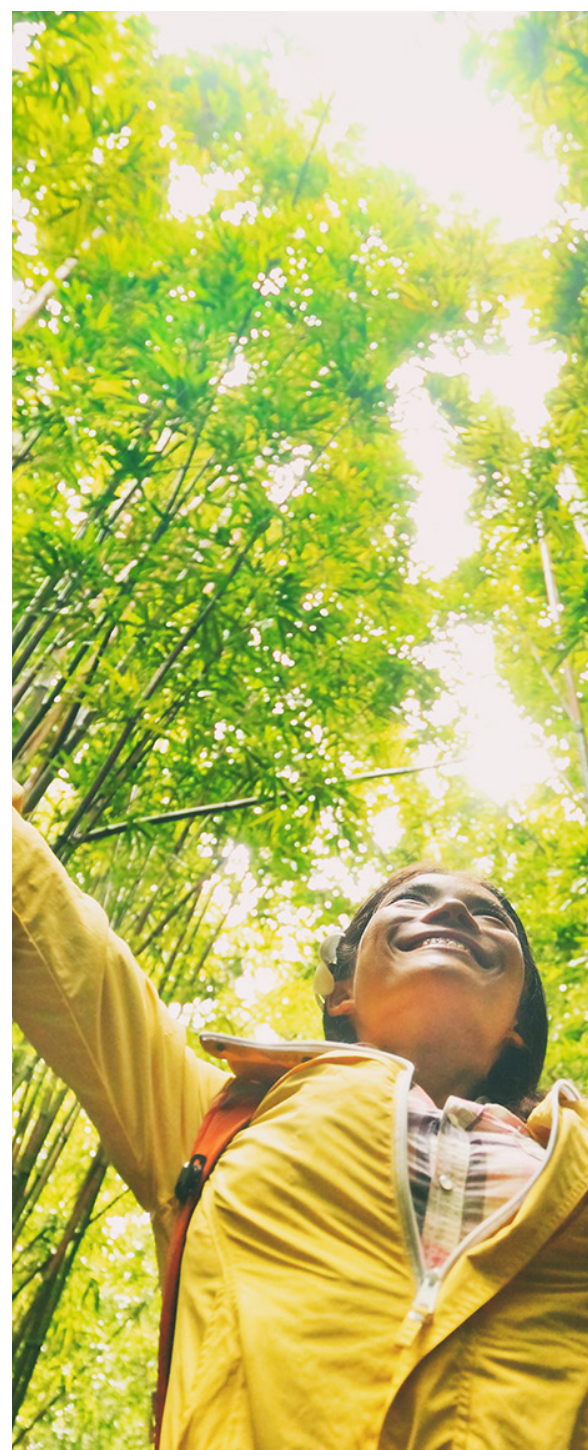
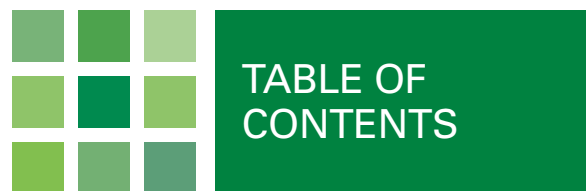
DIVERSE PEOPLE. BOLD SOLUTIONS. SUSTAINED SUCCESS.

# 2020 SUSTAINABILITY REPORT



*Empowering a sustainable, connected, and safer world*

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GRI 102-14

## A MESSAGE FROM OUR CEO



Since 1927, when Edward V. Sundt created a small innovative fuse for a testing device, Littelfuse has been committed to the use of leading-edge, sustainable technologies to address customer needs. Today, we have aligned our business strategy to empower a sustainable, connected, and safer world for our customers.

Littelfuse is focused on the long-term value of a strong corporate sustainability strategy. We believe we have a responsibility to all our stakeholders, including the communities where we live and work, to drive performance and enrich our culture with diverse people, bold solutions, and sustained success. We are committed to best practices in governance which are supported by our diverse and highly skilled Board of Directors and management team, and robust global ethics and compliance programs.

Many of our key end markets are linked to sustainable applications such as electric vehicles and charging infrastructure, renewable energy, and power management. While sustainable end markets have been a focus of ours for decades, we are pleased to share our internal sustainability initiatives in this inaugural Sustainability Report. Our goal is to create long-term value for customers, employees, investors, and the communities where we live and work through sustainable business practices.

During 2020, we have focused our efforts on creating a solid foundation for our sustainability program to ensure future success as we work towards the goals discussed throughout this report. I look forward to sharing our progress as we strive for continuous improvement on our sustainability journey.

A stylized, handwritten signature in black ink, appearing to read 'D. Heinzmann'.

Dave Heinzmann  
President and Chief Executive Officer



# ABOUT THIS REPORT

Our leading product technologies empower our customers to improve the safety, reliability, and performance of their products across the industrial, transportation, and electronics end-markets we serve. Littelfuse has grown and expanded over our 90+ year history with the ever-evolving electrification and electronification of applications, increasing the complexities, and ultimately driving increased content opportunities for our products.

The goal of our inaugural Sustainability Report is to further communicate our commitment and progress towards our key internal sustainability initiatives. This report has been prepared in accordance with GRI Standards: Core option. 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 2020, that ended on December 31, 2020.

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

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



## ABOUT THIS REPORT

**We have a broad portfolio of products that empower our customers to enable a sustainable world. Sustainability includes environmentally friendly applications such as renewable energy, energy storage, electrification, and power optimization. For example, our high voltage fuses are found in electric vehicles, and our power semiconductors are found in wind turbines and solar panels. Sustainable applications have become more prevalent over time and will continue to drive increasing demand for our products and technology solutions.**

GRI 102-40 | GRI 102-42 | GRI 102-43 | GRI 102-44

## ENGAGING WITH STAKEHOLDERS

This report aligns with the GRI Stakeholder Inclusiveness principles to capture the priorities of our stakeholders to define our material topics, detailed on page 7.

Our initial efforts to help define our priority sustainability initiatives were driven by our Global Sustainability Steering Committee. The committee consists of a cross-functional, diverse team of Littelfuse employees that includes management-level members of Communications, Environment, Health & Safety, Global Supply Chain, Human Resources, Investor Relations, Legal, and the Littelfuse Leadership Team. This committee led the effort to engage a broad selection of Littelfuse employees to help determine our key stakeholders. The expanded group identified our key stakeholders as our customers, employees, investors, and the communities where we live and work. Each member of this group then provided input on the perspectives of our key stakeholders to help us identify our material topics. These topics are the areas of focus for our inaugural Sustainability Report.

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

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

**Continued on pg 6**



GRI 102-53

### CONTACT OUR GLOBAL SUSTAINABILITY STEERING COMMITTEE

Our Global Sustainability Steering Committee welcomes comments and feedback.

Please contact us at [sustainability@littelfuse.com](mailto:sustainability@littelfuse.com).

GRI 102-40 | GRI 102-42 | GRI 102-43 | GRI 102-44

## ENGAGING WITH STAKEHOLDERS *continued*

**Employees:** We hire bright minds who want to make a big impact and are committed to improving the safety, reliability, and performance of our customers' products. Our employees are critical to our success; and therefore, we look to attract, retain, and develop diverse, talented people. Our Leadership Team communicates regularly with our global teams through frequent town hall meetings and other in-person and virtual meetings across our locations. Management is encouraged to engage regularly in one-on-one meetings with their direct reports to ensure our global employees remain engaged in the business and their professional development. Littelfuse employees also provide feedback to management through various survey initiatives and through the Ethics Helpline that provides a venue for employees to raise concerns in a confidential and anonymous manner.

**Investors:** We believe that effective corporate governance should include regular engagement with our stockholders. Engagement forums include phone calls or video meetings, conferences, and non-deal roadshows. In response to the COVID-19 pandemic, we seamlessly shifted our stockholder engagement efforts to virtual forums and effectively executed our planned outreach events. In addition, during 2020, we conducted an investor and analyst perception study and shared the feedback with the Leadership Team and Board of Directors.

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



GRI 102-44 | GRI 102-46 | GRI 102-47

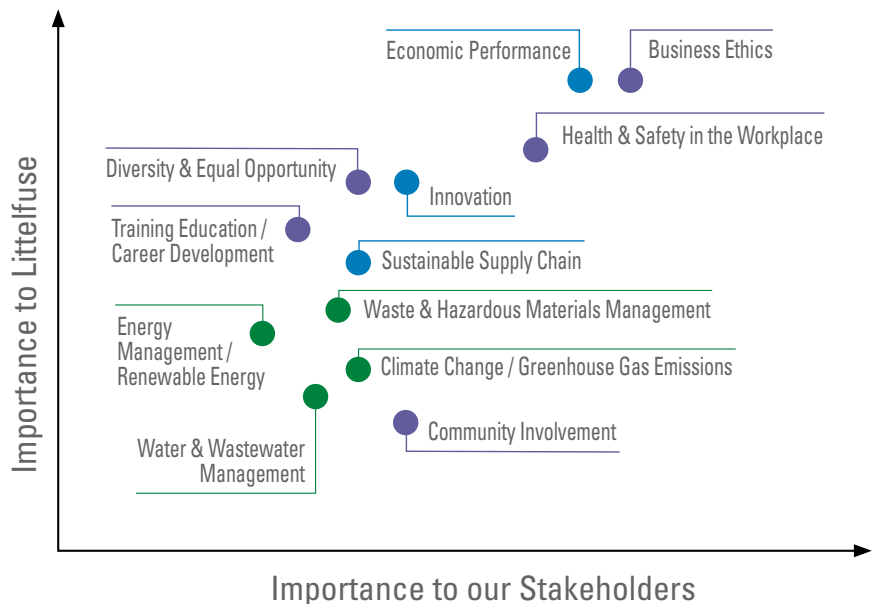
# MATERIALITY ASSESSMENT

Our initial materiality assessment was conducted by a cross-functional team of Littelfuse employees representing the perspectives of our key stakeholders. The following 12 material topics were identified:

 <b>Business Ethics</b>	 <b>Training &amp; Education / Career Development</b>	 <b>Health &amp; Safety in the Workplace</b>	 <b>Economic Performance</b>
 <b>Innovation</b>	 <b>Water &amp; Wastewater Management</b>	 <b>Diversity &amp; Equal Opportunity</b>	 <b>Energy Management</b>
 <b>Climate Change / GHG Emissions</b>	 <b>Sustainable Supply Chain</b>	 <b>Community Involvement</b>	 <b>Waste &amp; Hazardous Material Management</b>

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

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



GRI 102-3 | GRI 102-6 | GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 201-1

# COMPANY PROFILE



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



**\$1.45B**  
2020 Annual Sales



**20+**  
Global Manufacturing Facilities



**15+**  
Country Locations



**20+**  
Global R&D Labs

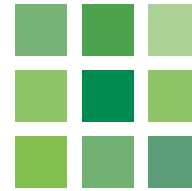


**12K**  
Global Employees\*



**100K+**  
End Customers

\*Global employees include 52% "production employees" and 48% "professional and support employees." Production employees are directly involved in the manufacturing of our products. Professional and support employees contribute to the Company's performance outside of manufacturing products and providing services.



## COMPANY PROFILE





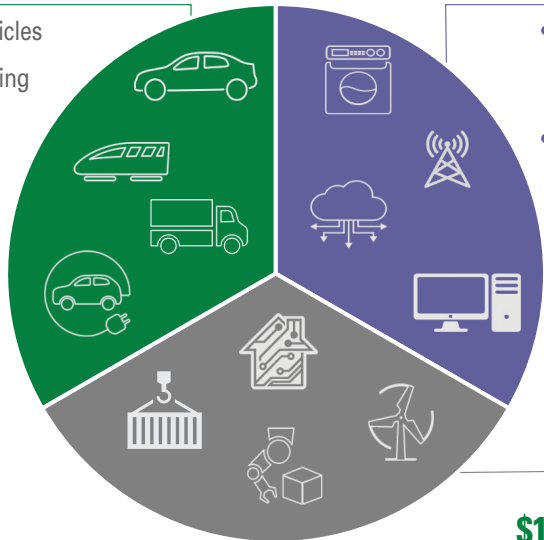
GRI 102-3 | GRI 102-6 | GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 201-1

# OUR PRIMARY END MARKETS

Over the past several years, Littelfuse has evolved its end market focus where approximately one-third of our revenues are driven out of each of the industrial, transportation and electronics markets — with a long list of target end-markets within each sector listed below. We believe that a good balance between the markets we serve is healthy for the long-term sustainability of our business and creates additional growth opportunities. This balanced approach has also expanded our addressable global market to more than \$15 billion.

## Transportation

- Passenger Vehicles
- Material Handling Equipment
- Heavy Truck
- Bus / Transit
- Construction Equipment
- Agricultural Machinery
- EV Charging Infrastructure



## Electronics

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

## Industrial

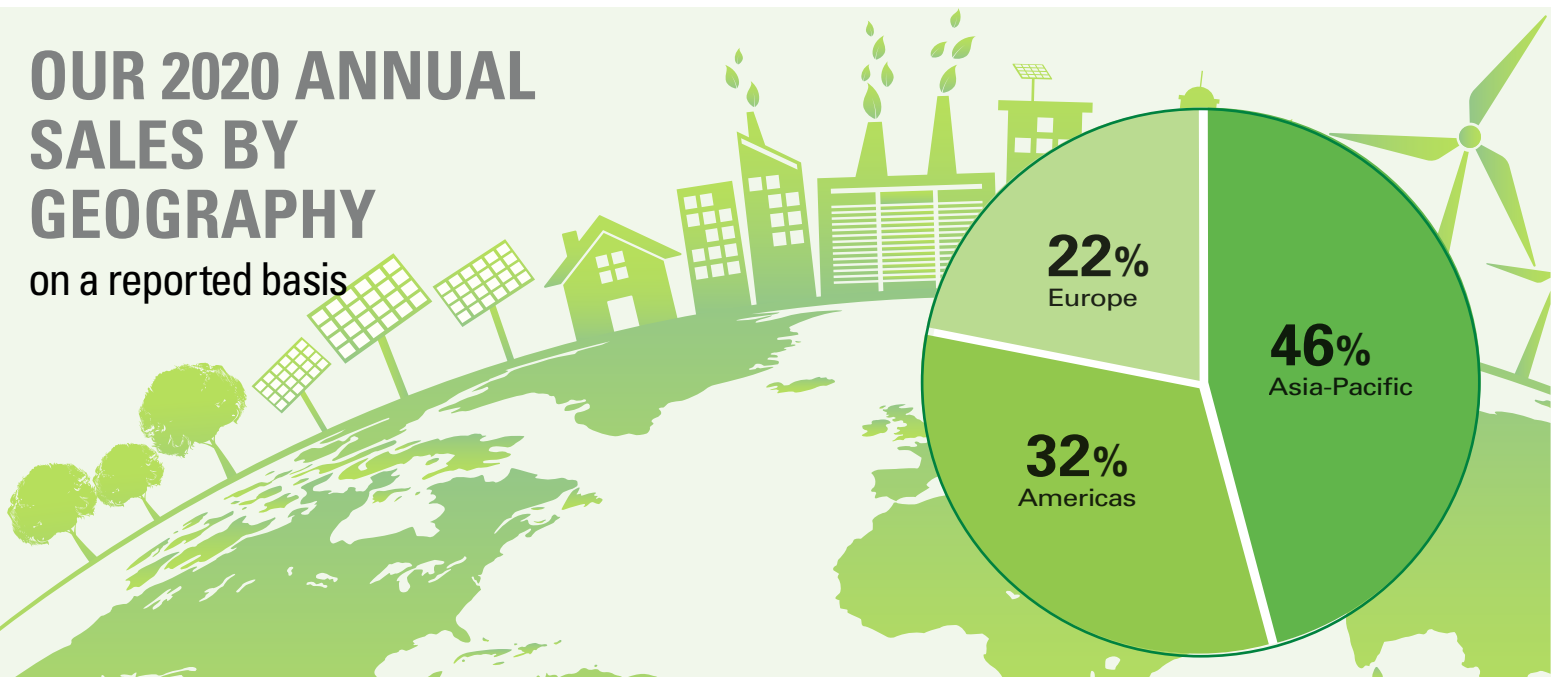
- Renewable Energy
- Industrial Motor Drives
- Factory Automation & Safety
- Energy Storage
- Heavy Industry
- HVAC

**\$15+ billion\* addressable global market opportunity**

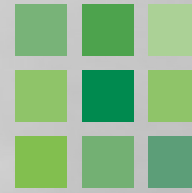
*\* Company Estimate*

## OUR 2020 ANNUAL SALES BY GEOGRAPHY

on a reported basis



# GOVERNANCE & ETHICS



## GOVERNANCE & ETHICS

### GOVERNANCE STRUCTURE

Our Board of Directors serves as a fiduciary to our stockholders and oversees the management of the company's business. To fulfill its responsibilities, the Board maintains [Corporate Governance Guidelines](#) and various other governance documents.

As of July 1, 2021, our Board is comprised of nine directors, including seven of whom are independent in accordance with the NASDAQ listing standards. Supporting and embracing diversity starts at the highest level of our company, with our Board of Directors. Our Directors represent a diverse set of backgrounds, skillsets, industry experience, and areas of expertise. We have a balanced board composition, reflecting both new members who bring fresh perspectives and longer serving directors who bring continuity and experience to our business and the end-markets we serve. Information regarding each of our directors' names, age, and business experience is included in our [proxy statement](#) filed with the Securities and Exchange Commission (SEC).

continued on pg 11



GRI 102-18 | GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 405-1

# GOVERNANCE STRUCTURE continued

## Our Board of Directors (as of July 1, 2021)

- Members of the Board of Directors: 9
- Independent Directors: 7
- Lead Independent Director
- Separate Chairman and CEO
- Required Committees Consist of Entirely Independent Members
- Regular Non-Management Executive Sessions
- Mandatory Retirement Age: 75
- Majority Voting in Uncontested Director Elections
- Diverse Board Members (Race and Gender)
  - 22% female
  - 33% underrepresented minorities
- Robust self-evaluation process



**Kristina Cerniglia**



**TJ Chung**



**Cary Fu**



**Maria Green**



**Anthony Grillo**



**Dave Heinzmann**



**Gordon Hunter**



**William Noglows**



**Nathan Zommer**

The Board has four standing committees: Audit, Compensation, Nominating and Governance, and Technology. The roles, responsibilities, and membership of each committee is included on the [Corporate Governance](#) section of our website. The Nominating and Governance Committee provides oversight of our Sustainability Program. Our Leadership Team has ultimate responsibility for the review and execution of our environmental, social, and governance programs and for establishing goals and key performance indicators in these areas within our business units and corporate functions.

GRI 102-17 | GRI 103-1 | GRI 103-2 | GRI 103-3

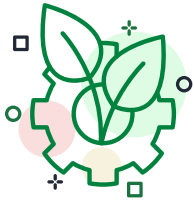
# ETHICS & COMPLIANCE PROGRAM

We recognize that in today's world, the choices we make and the actions we take can have far-reaching consequences. We strive to have a positive impact in the world and be trusted as an organization that does business with Integrity. To build that trust, we prioritize open, honest, and candid communication with customers, suppliers, and stockholders.

To demonstrate our commitment to our Core Value, Integrity, we have a robust Ethics & Compliance program that includes our global policies, Ethics Helpline, training, and communication initiatives. Our [Code of Conduct](#) helps us think broadly about risks and opportunities so that we can act decisively and drive results the right way. Our Code of Conduct is publicly available in multiple languages and all employees, contractors, and the Board of Directors receive mandatory, annual training to refresh knowledge and commitment to proper ethical behavior throughout the organization.

In 2020, our annual Code of Conduct training campaign highlighted topics most relevant to employees during the COVID-19 pandemic and included information and discussions around the following topics:

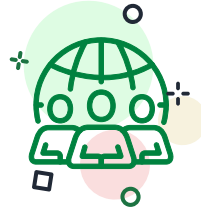
### Environment



### Health & Safety



### Diversity



### Discrimination & Inclusion



### Respectful Communication



### Bribery & Improper Payments



### Speaking Up & Reporting Concerns



continued on pg 13



GRI 102-17 | GRI 103-1 | GRI 103-2 | GRI 103-3

## ETHICS & COMPLIANCE PROGRAM *continued*

Additional ethics and compliance training is provided to employees, based on their roles within the company. Mandatory training topics completed during 2020 included sexual harassment, confidential information and computer security, fair purchasing practices, Health Insurance Portability and Accountability (HIPAA), and anti-bribery and corruption. We monitor not only the completion of the ethics and compliance training courses, but also review our employees' performance to ensure they have a good understanding of the training materials. Following each of our online training courses, if any employee group does not demonstrate sufficient mastery of the material, additional group-specific training in the form of webinars or targeted communications is distributed.

[continued on pg 14](#)

### Completion Rates for 2020 Ethics & Compliance Training Campaigns

**95%**

Anti-Bribery & Corruption

**99.97%**

Code of Conduct for Professional and Support Employees

**98.95%**

Code of Conduct for Production employees

**99.12%**

Confidential Information and Computer Security

**100%**

HIPAA

**100%**

Fair Purchasing Practices

**92.67%**

Sexual Harassment / Workplace Harassment



During 2020, newly hired employees in the U.S. were asked to participate in quarterly virtual training sessions hosted by the Legal Team to introduce the Ethics & Compliance program. Utilizing multiple interactive tools for enhanced engagement, employees played compliance trivia games, watched videos highlighting key Code of Conduct and Ethics Helpline topics, and discussed real-world ethical dilemmas and outcomes. This program will be expanded to all global, professional employees during 2021.

GRI 102-17 | GRI 103-1 | GRI 103-2 | GRI 103-3

## ETHICS & COMPLIANCE PROGRAM

*continued*

Central to our Ethics & Compliance program is our [Ethics Helpline](#). The Ethics Helpline is operated by an independent, third party that allows anonymous reports, as permitted by law. Littelfuse is committed to creating an environment where open, honest communication is encouraged, and our stakeholders feel empowered to speak up. We raise awareness with our global employees regarding our Ethics Helpline through the onboarding process as well as regular activities including reminder videos and online trivia games with prizes. The process for managing our Ethics Helpline is transparently communicated to all employees via our [Reporting, Investigations of Misconduct and Non-Retaliation Policy](#) and reports are summarized and reported to our Audit Committee on a quarterly basis. We also strictly prohibit any form of retaliation for good faith reports of ethics violations or for participating in an investigation.

Our communication initiatives include monthly compliance communications and videos, regular messages on our internal company intranet, and spotlights in our employee newsletter.



GRI 205-2

## ANTI-CORRUPTION & BRIBERY

As a global company with operations in more than 15 countries, we take a firm stand against bribery and corruption. Our [Anti-Bribery Policy](#) has a strict prohibition on bribery, limits the provision or acceptance of items of a nominal value to or from third parties, requires legal department authorization to engage with government officials, and outlines due diligence and approval requirements for representatives who conduct business on behalf of Littelfuse. We also require contractual provisions in our commercial agreements that place anti-bribery compliance obligations on our third-party partners.

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

### 2020 ANTI-BRIBERY TRAINING INITIATIVES

#### July 2020

Audit Committee of the Board of Directors received an update on our Anti-Bribery and Corruption program, and 100 percent of our Directors were provided online anti-bribery training.

#### July 2020

Direct material suppliers received a certification to acknowledge our Supplier Code of Conduct, which prohibits bribery or other means of obtaining an improper advantage. The certification was completed by 100 percent of our significant direct material suppliers and by 80 percent of our total direct material suppliers.

#### November 2020

95 percent of our professional and support employees completed an online anti-bribery training course.

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 418-1

## DATA SECURITY

Our data security and privacy programs are built upon a people, processes, and technology framework that enables our global teams to work most efficiently. Our data security program is a critical function to ensure that the technology we utilize to make us efficient protects the most valuable information of our company and stakeholders.

The following programs, practices, and controls have been implemented globally:



Data security program and policies



Access controls



Monitoring and intrusion detection



Incident management procedures



Business continuity and disaster recovery plans



Vulnerability management



Compliance audits

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

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

In 2019, we launched our first Cyber Security Week at our locations in Illinois, China, Philippines, and Lithuania. The Cyber Security Week included activities to build employee awareness of digital system risks, including security escape rooms, cyber patrols, quizzes, and simulated phishing attacks with accompanying prizes for the “Phisher of the Day.”

In 2020, as many employees transitioned quickly to a remote working environment, we shifted focus and delayed our 2020, in-person, cyber security events. Our priority was to ensure employees understood risks related to cyber security and information security while working from home. Therefore, we increased our awareness campaigns through targeted cyber security communications in weekly employee communication bulletins, covering topics such as home networking security, phishing awareness, secure passwords, and data security.

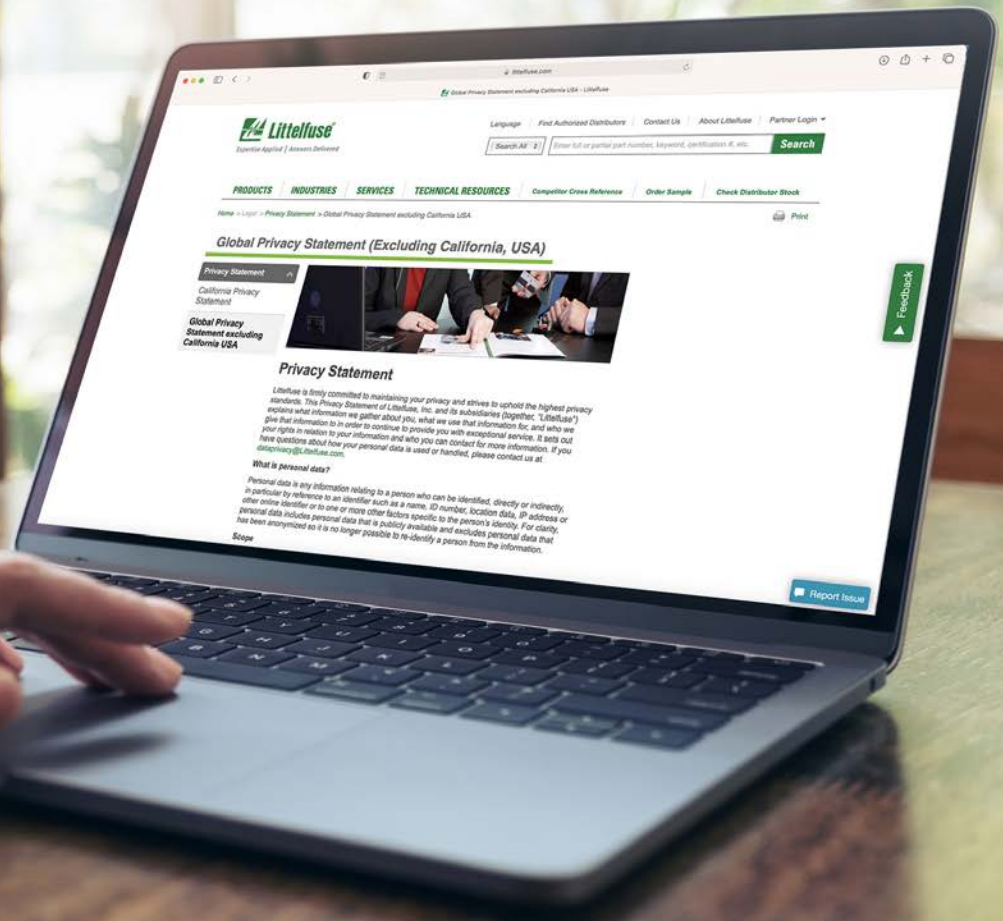
GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 403-3

# PRIVACY

We are committed to protecting the privacy and security of the personal data of our employees, potential employees, suppliers, customers, and other business contacts. In addition to processing personal data related to our employees, we also process personal data for the purposes of marketing campaigns and relationship management with customers, suppliers, distributors, and sales representatives. The personal data is processed in accordance with our Privacy Policy that aligns with national and international data protection laws and regulations,

including the European Union’s General Data Protection Regulation (GDPR).

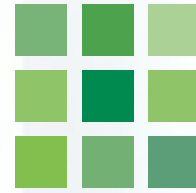
All requests for access, requests for deletion, and inquiries from regulatory authorities are managed by our designated Privacy Contacts who have received additional training on data protection compliance and who ensure the requirements of our Privacy Policy are adhered to consistently.





GRI 102-16

# OUR PEOPLE: BRIGHT MINDS, BIG IMPACT



## OUR PEOPLE

## CORE VALUES

Littelfuse Core Values provide the foundation of our company culture. Our Core Values — Customer Focus, Teamwork, Results Driven, Integrity, and Innovation — guide conversations, decisions, and interactions for our business. Together, they are the foundation of our working relationships both internally and externally and we ask each of our employees to demonstrate these high standards everywhere, every day.



### Customer Focus

We partner with customers to solve complex problems wherever electrical power and energy are used.



### Teamwork

We want all associates to feel included, valued, and empowered to do energizing work.



### Results Driven

Through technology and innovation, we deliver results for all customers, colleagues, and stakeholders.



### Integrity

We provide an ethical work environment for associates and hold each other accountable.



### Innovation

We anticipate our customers' needs and deliver innovative solutions that add value and grow our business.



## COVID-19 RESPONSE

Our first and foremost priority throughout the COVID-19 pandemic was the health, safety, and well-being of our employees, their families, and the communities where we live and work. In early 2020, we created a COVID-19 response team comprised of cross-functional leaders who met daily to align our global pandemic response efforts, focusing on quickly and efficiently implementing new policies and procedures to ensure the safety of our employees, continued support of our customers, and the long-term financial health of the company.



This team helped facilitate best practice sharing across the company and set expectations and goals for managing through the pandemic. We quickly adapted and transitioned hundreds of employees to a remote work environment.

In addition, we provided our employees and their families with the following:

### Personal Protective Equipment (PPE)



### Restructured Our Factory Layout to Ensure Social Distancing



### Offered Transportation Alternatives for Employees to Get to Work



### Monitored and Adhered to Local Restrictions



### Provided Training to Our Employees to Implement New Safety Protocols



**These efforts were recognized by several local government authorities, including in Piedras Negras, Mexico, and Shanghai, Dongguan, and Wuxi, China.**

As giving back to the communities where we operate is an important aspect of our Littelfuse culture, our teams across the world took action to do our part. Across the company, Littelfuse locations donated PPE to local hospitals. Tens of thousands of medical masks and other PPE were donated in cities across our global network including in China; the Philippines; Italy; Germany; and the U.S. Beyond contributions to the community, Littelfuse also supported the extraordinary efforts by many of our customers to produce a wide range of medical device applications, including ventilators and other critical care medical equipment.

**continued on pg 19**

# COVID-19 RESPONSE *continued*

We also provided a cadence of frequent communications to our global employees on critical topics including government-issued recommendations on personal travel and hygiene; supported alternative and flexible work schedules; and established procedures to ensure business continuity during the pandemic.

With so many professional staff working remotely during the early stages of the pandemic, Littelfuse increased its communication touch points and leveraged technology to check in on one another and keep employees informed and engaged. Beyond quarterly employee town halls, meetings were created to ensure consistent, formal leadership communication every 4-6 weeks. These virtual, in-person touch points were reinforced using the company's employee communications portal, Inside Littelfuse, to keep our global teams informed, aligned, and engaged.



One example of the diligent efforts of our employees was demonstrated by our team in the Philippines. Our Philippines team received the 2020 LIMA Resilience Award from the Philippines Economic Zone Authority (PEZA). The Resilience Award honors organizations that managed to build greater robustness and resiliency in their business operations while adapting to new programs in response to the COVID-19 pandemic. The Littelfuse Philippines team members' health and safety protocols and continuous commitment to deliver high-quality results became a benchmark for many organizations located in the surrounding area.



In addition, our Philippines team initiated regular mental health awareness lectures for employees who were making the transition to work from home. Educational sessions featured discussion on how to avoid burnout, reduce anxiety, depression, and stress, and mental resilience during the pandemic.

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 403-4 | GRI 403-5 | GRI 403-7

## HEALTH & SAFETY

The success of our company depends on our employees, who perform best when they are healthy and safe. We prioritize maintaining a safe working environment across our global locations, ensuring our employees stay healthy and work safely. We have health and safety teams at our manufacturing facilities and all employees and contractors are made aware of the health and safety team availability and purpose in the facility. The health and safety committees meet at least monthly.

We commit to meet or to exceed compliance with local health and safety regulations and global company policies and procedures. At all locations, we continually evaluate our safety performance through in-person compliance assessments or with the assistance of a software-based auditing program. Employees receive relevant training to further their knowledge on health and safety and to strengthen their skills to perform their jobs safely. We hire qualified, trained contractors to prevent adverse occurrences while working in our facilities. We continually evaluate our safety performance based on our standardized health and safety policies, and local procedures.

[continued on pg 21](#)



GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 403-4 | GRI 403-5 | GRI 403-7

## HEALTH & SAFETY *continued*

Additionally, the health and safety of our employees and contractors who spend a lot of time traveling on business or working at customers' and suppliers' sites is critical. We provide them with recommendations on travel safety in the region, establish rules around where they can drive or stay and whether they can travel alone, and discuss

Our Supplier Code of Conduct requires suppliers to implement health and safety standards, which is further reinforced in our purchasing terms and conditions. The Littelfuse Supplier Development Engineering Group conducts audits that include health and safety, and in some high-hazard areas like plating, we have assessed supplier operations and makes recommendations for the safety of supplier sites. Suppliers are chosen for monitoring based on risk and purchase volumes.

GRI 403-1

## HEALTH & SAFETY MANAGEMENT SYSTEM

Our EHS programs set forth the environment, health and safety policies, systems, responsibilities, risk assessments, and controls that are implemented in our manufacturing facilities. We use a management systems approach modeled on ISO 45001 for safety, with documented policies, programs, procedures, and review processes. Four of our facilities are ISO 45001 certified. Our programs help to sustain regulatory compliance and promote continuous improvement on employees' health and safety through risk identification and mitigation.



GRI 403-2

# HAZARD IDENTIFICATION, RISK ASSESSMENT, & INCIDENT INVESTIGATION

We follow management system methodologies to assess risk, plan preventative actions, and verify compliance and effectiveness to ensure continuous improvement of our operations. Our ultimate objectives are to protect people, the environment, and the communities where we live and work.

Our process, shown below, calls for a combined hazard identification, risk assessment and risk control (HIRARC) and job hazard analysis (JHA) at all Littelfuse facilities.



Results of site risk assessments and effects of risk controls are considered part of the process of establishing occupational health and safety objectives and targets for each facility and for our overall corporate targets.

We have also implemented robust incident response procedures to ensure that any incident is managed efficiently and safely, and that the tracking and reporting of corrective actions are communicated globally and handled consistently throughout the company. In accordance with our incident response policy, our local Environment, Health and Safety (EHS) leaders are responsible for following notification and investigation protocols within a prescribed timeframe and conducting the incident review with the site management team, the regional EHS leaders, Global EHS, and business leaders.

GRI 403-9

# HEALTH & SAFETY PERFORMANCE

We are constantly working to improve our programs, training, and communication around workplace safety. Our most common work injury types include sprains, slips and lacerations. We had zero work-related fatalities.

Due to the strong Covid-19 protocols in place, we observed very little downtime in our facilities. The increased presence of line management on the factory floor to ensure physical distancing and safety helped to significantly decrease the number of accidents due to inattention. Additionally, spacing out the workstations to ensure social distancing helped to keep physical interactions lower.



**Total Recordable Incident Rate (TCIR)**

.216



2019

.143

2020



**Lost Time Injury Rate (LTIR)**

.168



2019

.135

2020

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

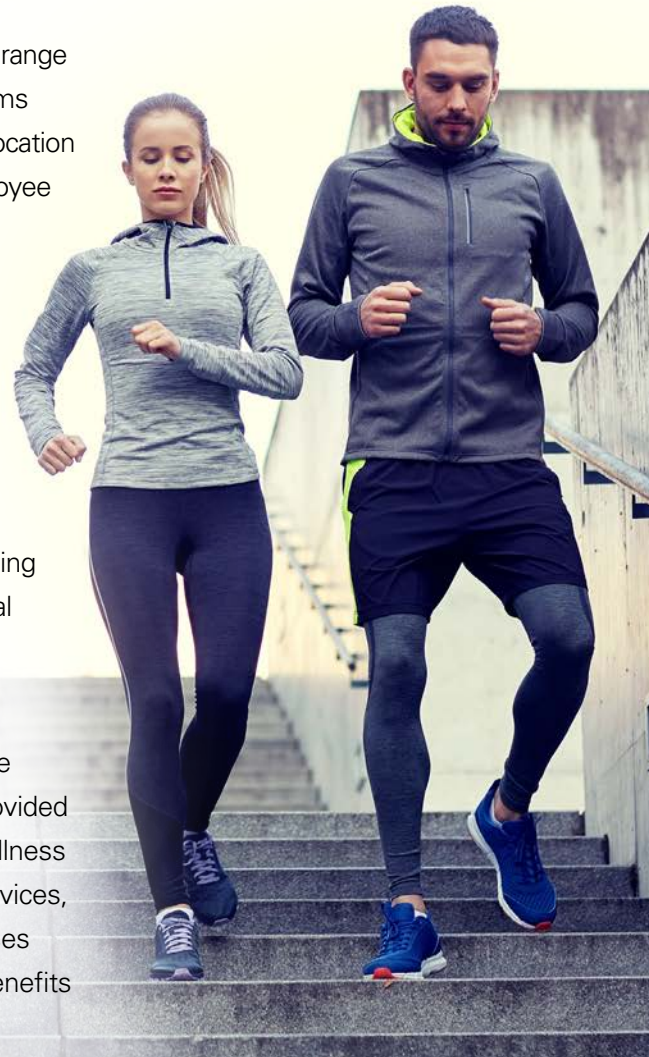
GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 403-6

# HEALTH & WELLNESS

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

Certain locations provide on-site medical clinics staffed by medical professionals who are employed by Littelfuse to provide onsite injury prevention and reaction services. Most of our locations also organize annual physicals, preventative health screenings, and wellness initiatives including weight and diabetes management. We also provide first aid training by qualified professionals and instruction on the use of Automated External Defibrillators (AEDs) and other first aid equipment at our facilities.

In our U.S. locations, we offer additional programs including our Live Well platform which is designed to provide support to our employees to achieve their physical, emotional, financial, and work well-being goals. Benefits provided in our Live Well platform include financial incentives for participation in wellness activities, discounts on gym or fitness center memberships and fitness devices, annual flu shots, and incentives related to smoking cessation. Online classes are also provided through our SmartDollar platform, a financial wellness benefits program, to help employees plan and take control of their finances.

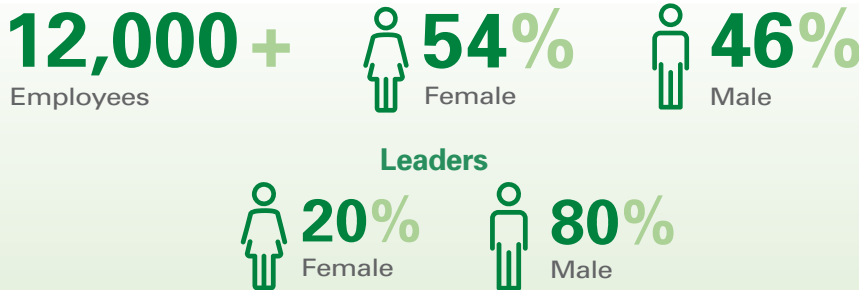


GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 405-1

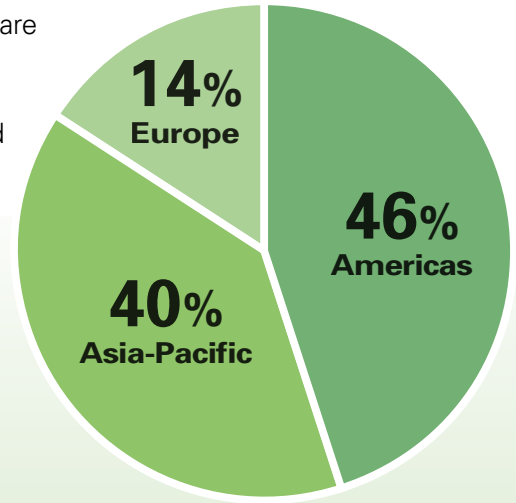
# DIVERSITY, INCLUSION & BELONGING

As reflected by our Teamwork Core Value, we aspire to challenge, support, and inspire each other to be our best. We believe in embracing the strengths, differences, and perspectives of others, and valuing each other's contributions. All employees are empowered and encouraged to collaborate in confidence and trust.

The diversity of our workforce is a critical component of our business strategy and success, so we strive to make Littelfuse a more diverse and inclusive company.



## EMPLOYEE GEOGRAPHIC LOCATIONS



We have launched various initiatives with the goal to improve our female representation in leadership positions.

## OUR DIVERSITY, INCLUSION & BELONGING JOURNEY

- Joined the CEO Action for Diversity & Inclusion, a pledge to take action for diversity and inclusion to promote a more inclusive workplace.
- Formed a Diversity, Inclusion, and Belonging (DIBs) Council in 2020, which provides input and recommendations to our Leadership Team on initiatives to drive diversity, inclusion and belonging. There are also several employee resources groups at Littelfuse, each sponsored by a member of our Leadership Team, that enhance our inclusive and diverse culture: Women's Initiative Network (WiN); Littelfuse Employees of African Descent (LEAD); We are Littelfuse.
- Partnered with external organizations to seek guidance and access to insights and benchmarking.
- Littelfuse Lithuania received recognition as the No. 1 Equal Pay Employer in Lithuania out of more than 330 participating companies. Littelfuse Lithuania was recognized as the country's best enterprise in terms of ensuring equal pay to men and women in the same employment performing equal tasks.



- Littelfuse Piedras Negras, Mexico has ongoing partnership with local schools supporting Inclusion by hiring people with disabilities and helping them develop social abilities. 20 associates with varying forms of abilities have been hired since 2017.
- Littelfuse U.S. introduced a flexible Diversity floating holiday to encourage associates to take time off to celebrate various events.



GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 404-1 | GRI 404-3

# TALENT DEVELOPMENT

From our production lines to our engineering labs, the office or distribution center, the contributions of our talented teams make a critical difference. Our goal is to ensure that every employee is provided with the appropriate resources and opportunities to enjoy a successful and rewarding career at Littelfuse.

## TRAINING & DEVELOPMENT

The training and development programs we offer vary based on employee role and individual needs. Our global workforce is broken down into two main categories — production employees and professional and support employees. Production employees are the team members who are directly involved in product manufacturing and distribution. Our professional and support employees contribute to the company’s performance outside of product manufacturing.

The training and development programs provided to our production employees are typically offered in the form of in-person meetings and include job-specific skill training such as training on customer requirements, Lean Six Sigma, and safety requirements. These training programs, in addition to ethics and compliance training, are provided within our manufacturing facilities.

The training and development programs provided to our professional and support employees are typically offered in the form of online courses, virtual sessions, panel discussions, and videos from our Leadership Team. Examples of our development topics include, leadership and competency skills, diversity and inclusion, and personal effectiveness. During 2020, our production employees and professional and support employees completed more than 132,000 training hours, including both in-person and online. Below is the breakdown of the approximate average training hours, by employee category that includes training from our Human Resources, Information Security, Ethics & Compliance, and Enterprise Lean Six Sigma teams. We also provide additional development programs and sponsor professional certification training that are currently not tracked by our systems.

continued on pg 26



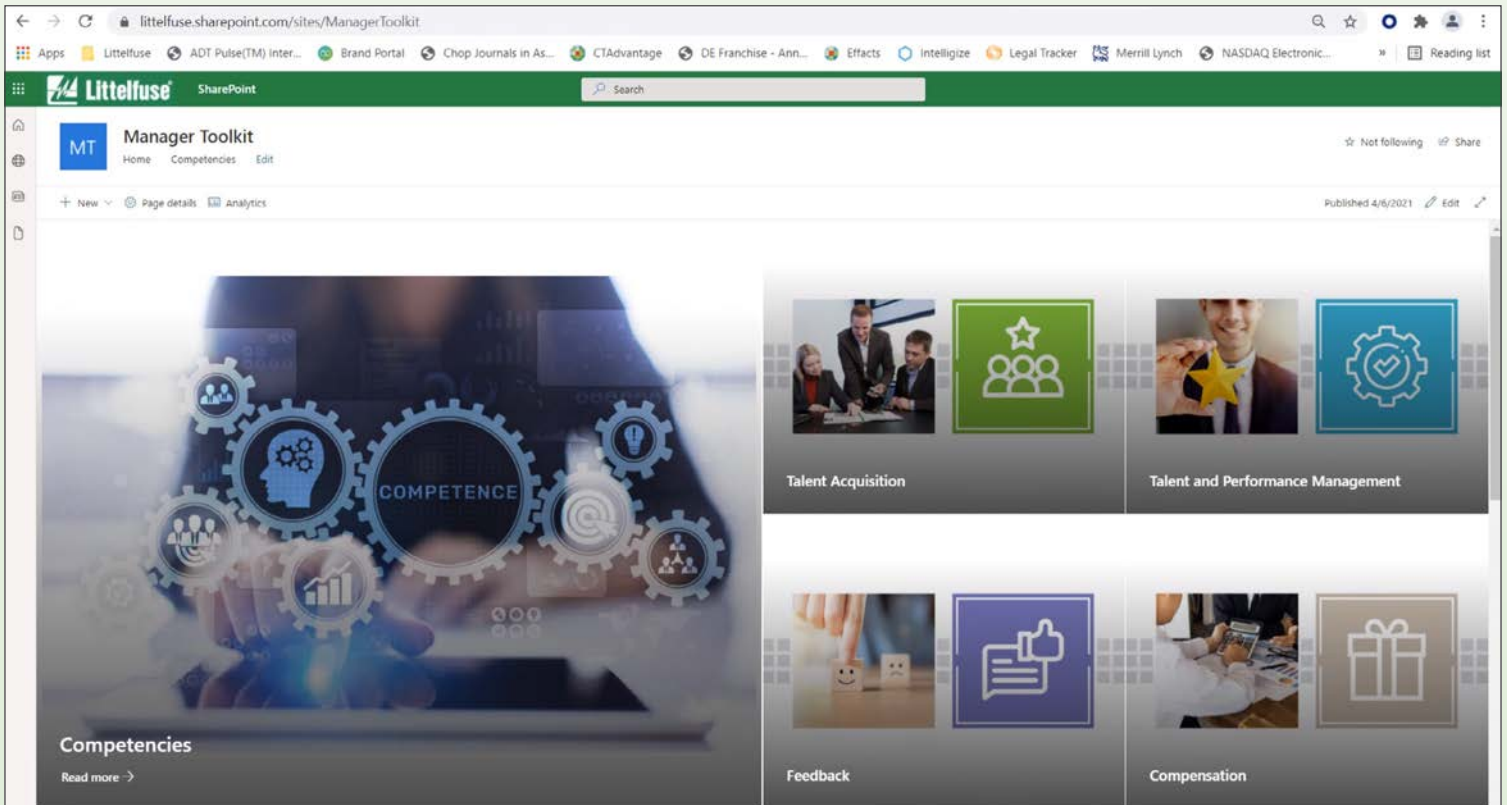
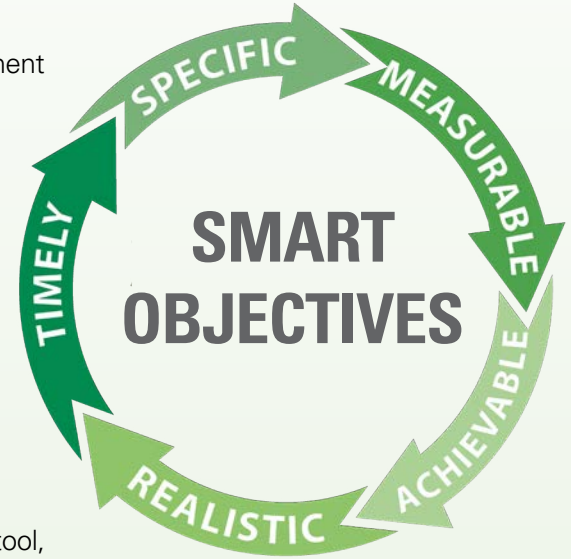
GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 404-1 | GRI 404-3

# TALENT DEVELOPMENT *continued*

## PERFORMANCE MANAGEMENT

Meaningful, ongoing feedback is an essential component of talent development at Littelfuse. Accordingly, our managers are encouraged to meet regularly with their direct reports throughout the year and conduct formal mid-year and annual performance reviews. Regular communication and training are provided to our employees to help guide them through this process.

Additionally, all professional and support employees are empowered to create their own personalized development plans for discussion during the performance review process. Employees have access to an online platform that guides them through the process of identifying core competencies to develop, performing self-assessments, soliciting manager feedback, and creating actionable development plans. Managers have access to an online tool, the Managers Toolkit, that provides guidance and resources to effectively manage, lead, and inspire an engaged and successful team.



GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 413-1

# COMMUNITY INVOLVEMENT

## GIVING BACK GLOBALLY

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

Volunteerism is key. We don't see community involvement as a spectator sport, where we simply provide financial support and sit on the sidelines. Just as we see Littelfuse employees as the foundation of our success in serving our customers, the engagement and volunteerism of our global employees is a critical factor in bringing our community involvement strategy to life.



## HIGH SCHOOL ROBOTICS CHICAGO, UNITED STATES

Littelfuse supports FIRST® Illinois Robotics, a public non-profit that organizes and hosts high school robotics competitions around the world. Littelfuse is the primary sponsor for a local Chicago Public School team. The financial support and ongoing mentorship provided by Littelfuse allowed the school to successfully start a rookie team in 2020. Littelfuse associates work hands-on with the high school students, sharing their knowledge and guiding them through the season, assisting with everything from robot construction and electrical troubleshooting to business planning and public speaking preparation.

continued on pg 28

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 413-1

# COMMUNITY INVOLVEMENT continued



## LITTELFUSE ENGINEERING ACADEMY KAUNAS, LITHUANIA

The Littelfuse Engineering Academy — a unique Littelfuse talent program in Kaunas, Lithuania — selects a group of the most promising engineering students from local universities, providing a unique opportunity to learn about the business side of operating an engineering-focused global enterprise like Littelfuse. Through the program, the students spend several weeks getting to learn the operations of Littelfuse departments and meeting with leading specialists of R&D, sales, technical marketing, and human resources management. Following completion of the program, selected students are offered further internships and/or full-time job opportunities.

## UNIVERSITY FORMULA STUDENT RACING TEAMS BRAZIL, INDIA, AND THE UNITED KINGDOM

Littelfuse sponsors and supports several university-led formula racing competitions where university students conceive, design, fabricate, develop, and compete with small, formula-style vehicles. The teams get to demonstrate and prove both their creativity and engineering skills against teams from other universities around the world. In India, Littelfuse partnered with the Indian Institute of Technology Delhi and their entry into Formula Bharat, an engineering design competition in which students from colleges and universities all over India compete. In a similar competition in Brazil, Littelfuse sponsored the Faraday E-Racing team from the Fluminense Federal University. For both competitions, the students designed and manufactured their electric racing vehicles with Littelfuse contributing circuit protection technologies for the high voltage battery and motor. Qualified and experienced Littelfuse engineers provided technical support throughout both projects. In Chippenham, U.K., a Littelfuse process engineer — who was an active participant in formula competitions when he was a student — now donates his time as a coach and mentor to current students and volunteers as a judge during competitions.



continued on pg 29

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 413-1

# COMMUNITY INVOLVEMENT continued

## BESSIE'S TABLE CHICAGO, UNITED STATES

Littelfuse employees from the Chicago area frequently volunteer at Bessie's Table, a local area soup kitchen. Throughout the year, the Littelfuse team joins together to give back, pitching in to provide a hot, home-cooked meal to those in need. In recent years, the company has donated a new dishwashing system and industrial refrigerator. During the pandemic, Littelfuse donated an array of supplies to support the organization as they transition to a "to-go" dinner format.



## UNITED WAY UNITED STATES

In the United States, Littelfuse supports the United Way in its mission to help improve lives by mobilizing the caring power of communities to advance the common good. Over the last several years, Littelfuse employees have participated in a corporate campaign to raise funds for United Way and its affiliated agency partners in the community. In addition to financial contributions, Littelfuse employees, friends and family members have participated in several United Way "Day of Caring" volunteerism events. Rolling up their sleeves to give back, the team has painted classrooms to improve inner city childcare locations and donated their time at local food banks.



## CLOTHING DRIVES KUNSHAN, CHINA

Littelfuse employees in Kunshan, China, participate in clothing drives each winter. In recent years, they've donated hundreds of scarves, gloves, shoes, and other warm clothing items to the Qinghai Yushu Maxiu Primary School located in a remote and deprived community deep in the Qinghai-Tibet Plateau. Kunshan employees also donated clothing and household items to the underprivileged community living on the Daliang mountain in the Sichuan province.



continued on pg 30

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 413-1

# COMMUNITY INVOLVEMENT *continued*

## SUMMER CAMP

### PIEDRAS NEGRAS, MEXICO

In recent years, Littelfuse Piedras Negras, Mexico, has organized an innovative employee engagement and community relations initiative — Littelfuse Summer Camp. The event has gathered more than 300 school age children from 4 to 12 years old — all with parents working at the Littelfuse Piedras Negras site. The children spend two weeks in a fun-packed, educational summer camp with courses that include English, mathematics, and a robot simulation class, as well as swimming, gymnastics, and Taekwondo. A course on Littelfuse Core Values is also a part of the summer camp curriculum.



## TREE-PLANTING

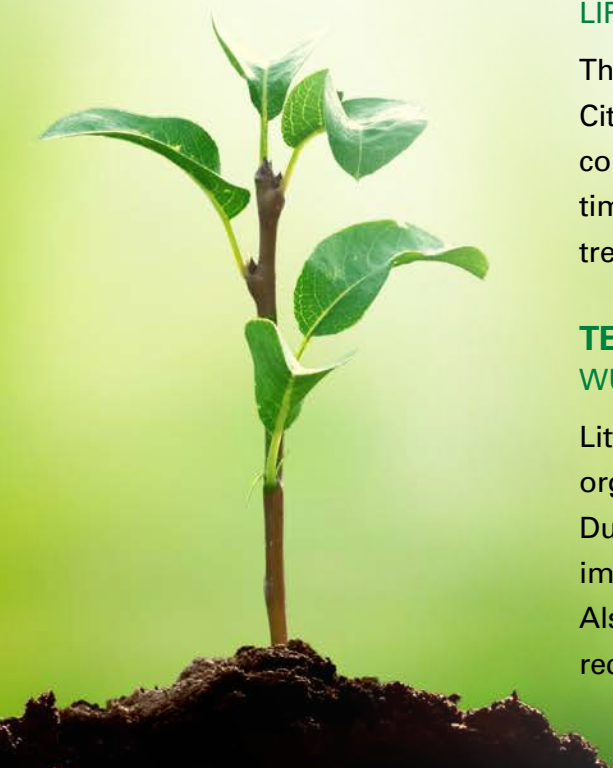
### LIPA CITY, PHILIPPINES

The Littelfuse site in Lipa City, Philippines, has partnered with the Lipa City-Manila Organization of Pollution Control Officers in their efforts to combat global climate change. Littelfuse employees volunteered their time with the organization, planting more than 1,000 seeds through tree-planting activities in the Batangas Province.

## TEACHING ABOUT THE ENVIRONMENT

### WUXI, CHINA

Littelfuse employees from Wuxi, China, volunteer with a local organization and spend time raising awareness about climate change. During events, children learn about the importance of recycling, the impact of waste, and how small habits can make a big difference. Also, with the help of Littelfuse volunteers, children learn to use recycled materials to craft interesting toys and crafts.



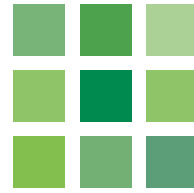
# OUR PRODUCTS

## PRODUCT INNOVATION

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

- Worked closely with key customers to develop and launch new market-leading technologies to help them solve their problems.
- Utilized acquisitions to deliver more complementary products to our customers.

These investments create more value for our customers, supporting our best-in-class growth and the efforts of our customers to build more sustainable businesses. As a result, we have significantly expanded our ability to help enable applications like factory, building and home automation, renewable energy and energy storage, electrification of passenger and commercial vehicles, and related EV charging, data centers, and communications infrastructure.



## OUR PRODUCTS



**eMOBILITY** is an area of ongoing, expanding focus. We continue to increase our investments in the growing electric passenger and commercial vehicle and charging markets to advance our internal capabilities and broaden our product offering. Our robust products are designed for increasingly high-voltage requirements, providing our customers with differentiated reliability and safety. Looking ahead, we will continue to invest in the **eMOBILITY** space as we identify new, emerging opportunities where we can play an ever-greater role for our customers and ultimately deliver additional value for all stakeholders.

GRI 102-12 | GRI 102-13

# STAKEHOLDER RECOGNITION

In addition to our product innovation, our operational and commercial excellence is regularly recognized by our stakeholders. We exceed our customers' expectations through our manufacturing excellence, Lean Six Sigma culture, digital transformation, global presence, and application expertise. Below are some examples of the recognition we have recently received from our stakeholders.

## Employer of Choice



Best Workplace Award  
(10 consecutive years)



No. 1 Equal Pay  
Employer in Lithuania

## Commercial Excellence



Raytheon

DENSO

## Operational Excellence



Association of Manufacturing  
Excellence Awards (5 sites)



Best-in-Class Treasury  
Solutions (Asia)

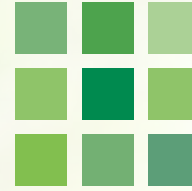
## Product Innovation





GRI 103-1 | GRI 103-2 | GRI 103-3

# ENVIRONMENTAL IMPACT



OUR ENVIRONMENTAL IMPACT

Littelfuse is committed to conducting its manufacturing and distribution operations in a responsible manner that protects the environment. All Littelfuse manufacturing facilities are certified to ISO 14001, which provides us with a means to determine how we interact with and impact the environment. Through our lean manufacturing operating system, we seek efficiencies in resource conservation and waste reduction. Our primary environmental opportunities are found in two business areas: semiconductor manufacturing (water usage) and electronics manufacturing/assembly (energy usage).

In 2019, we began to develop our strategy to strengthen our sustainability programs. We are increasing our focus on the emerging global challenges related to climate change, depletion of stratospheric ozone, and the worldwide water crisis. Using the Carbon Disclosure Project (“CDP”), we evaluated our risks and opportunities around climate change and assessed our 2018 performance. We developed our greenhouse gas (GHG) inventory, determined our energy and materials consumption, and began the process of calculating our carbon footprint. We expanded our CDP participation in 2020 to evaluate our water usage and obtain a better understanding of our opportunities for improvement.



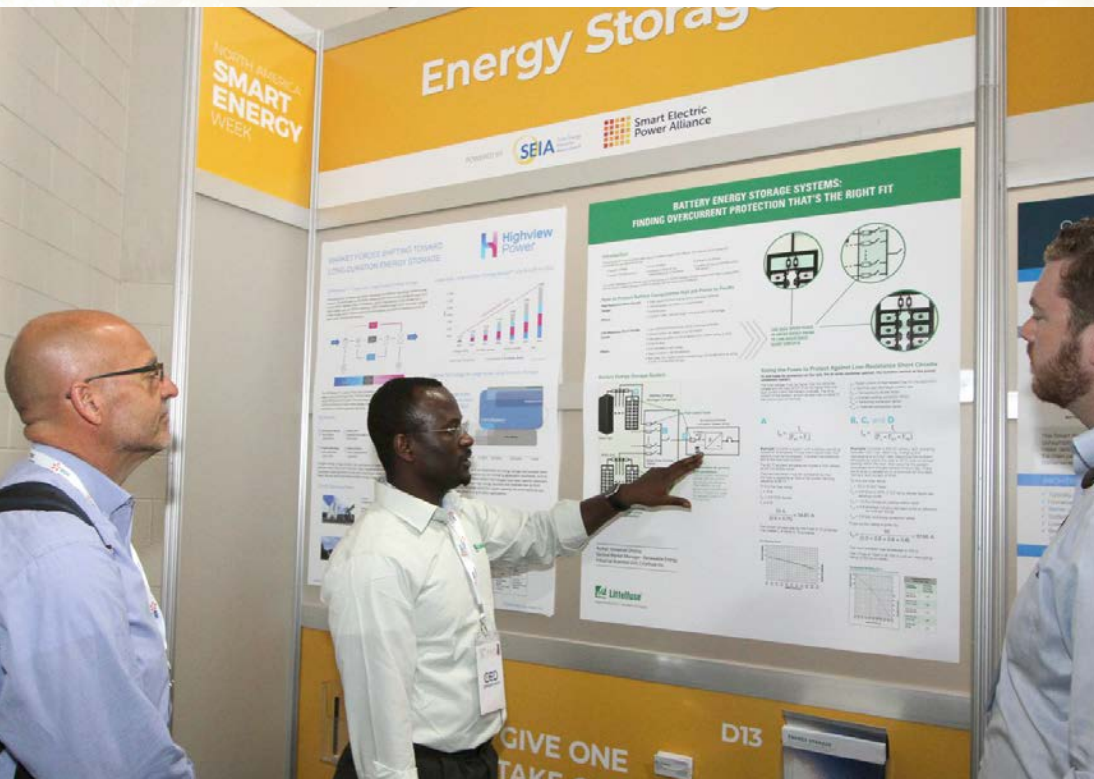
**100%**  
of our manufacturing sites are ISO 14001 Certified



GRI 103-1 | GRI 103-2 | GRI 103-3

# GREENHOUSE GAS (GHG) EMISSIONS REDUCTION – TARGET SETTING

At the core of our lean manufacturing operating system is the focus on various aspects of waste reduction and elimination. Accordingly, our manufacturing facilities regularly implement projects that aim to reduce usage of energy, chemicals, water resources, and waste generation. Through our CDP reporting process, we have strengthened our understanding of our sites’ environmental impact and have collected the data needed to identify areas where these reduction initiatives will have the greatest impact.



In 2021, we used our CDP data to establish our science-based reduction target of 38% by 2035, in line with the United Nation’s Sustainable Development Goals (SDGs) to keep global temperatures below 2°C above pre-industrial levels.

## OUR PERFORMANCE

Our manufacturing facilities monitor their water use, energy efficiency, GHG emissions, and waste generation. Progress on environmental impact projects is highlighted in reports to the Lean and EHS teams. Our results in the areas of energy, water, greenhouse gas emissions, and waste generation are included in this report.

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 302-1 | GRI 302-3

# ENERGY EFFICIENCY



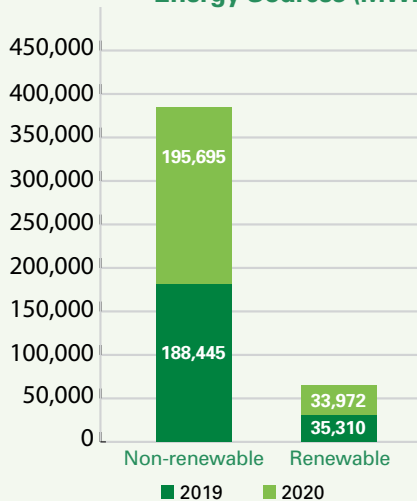
Energy efficiency is a critical component of our business strategy both in how we operate and the technologies we offer in the marketplace. We develop products to address the increasing demand for renewable energy technologies including smart meters, wind turbines, solar panels, energy storage systems,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

Although our total energy consumption has increased over the past year, we continue to work on various energy initiatives to promote our long-term goals:

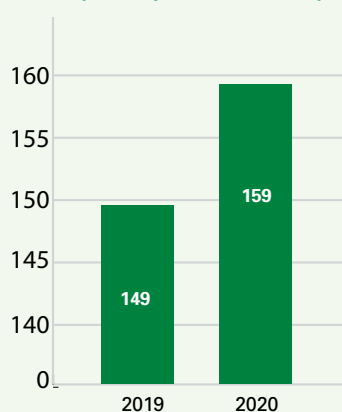
- We replaced fluorescent lights with LED lighting in our facility in Piedras Negras, Mexico, driving a 75% reduction in electrical consumption over a 10-year period.
- We increased manufacturing automation in our facility in Lipa City, the Philippines, by installing a smart control system that increased the efficiency of the production line, and reduced energy consumption.
- We engaged employees in our facility in Wuxi, China to participate in energy-saving competitions that led to the replacement of old machines, installation of transducers, powering down idle high-power equipment, and power shutdowns during non-business hours over the weekend, and replacement of fluorescent lights with LED lights.

In addition, a key aspect of our energy efficiency strategy is to increase the use of renewable energy in our operations. We have seven locations across the world that procure renewable energy and are researching additional renewable energy options at other locations.

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



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



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

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 303-1 | GRI 303-2 | GRI 303-3

## WATER USE

We strive to use our natural resources responsibly and have historically implemented Lean projects throughout our facilities to help optimize our water usage. Through our environmental management system and ISO 14001 certification maintained by each of our manufacturing facilities, we have established procedures to understand and manage our operations' environmental impact and comply with applicable laws and regulations regarding the quality of our water discharge, 90% of which goes to public or private utilities. Our business is not uniformly water-intensive; however, our semiconductor manufacturing facilities utilize a greater amount of water within the fabrication process than our electronic assembly facilities.

As part of our effort to understand the physical impact of climate-change on our long-term manufacturing strategy, we used analytics from an expert consulting firm, Four Twenty Seven, Inc., to identify facilities located in areas subject to water stress. We have identified eight sites with higher water use that are in water-stress areas and moving forward will focus our water conservation efforts on these facilities.

**continued on pg 37**

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 303-1 | GRI 303-2 | GRI 303-3

## WATER USE continued

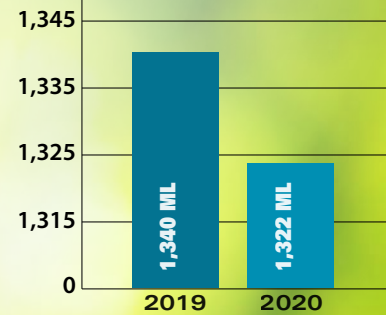
Our facilities are focused on the following water reduction and conservation initiatives:

- Regulating water usage
- Organizing work to minimize water loss
- Ensuring water taps are turned off
- Encouraging employees to report leaking faucets, toilets, and water fountains
- Insulating hot water pipes
- Adjusting lawn watering schedules to low evaporation periods of the day
- Regularly scheduled preventative maintenance
- Upgrading restroom fixtures with water efficient models
- Regular communication of conservation awareness from the EHS Core Team to all employees

Our total water withdrawal decreased slightly from 2019 to 2020 as we started launching water conservation activities.



Total Water Withdrawal



**In 2021, we are establishing goals for better management and reduction in water use at our water-intensive facilities and at facilities in water-stressed areas. We will further seek opportunities to enhance our water conservation initiatives in the years to come.**

Our facility in Wuxi, China has initiated multiple water conservation initiatives, including recycling the water used to clean machines and equipment.

Our facility in Piedras Negras, Mexico, recently launched several initiatives to reduce water usage, including the automation of a metal and plastic separation process and reducing wash time during operational processes.

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 305-1 | GRI 305-2 | GRI 305-4

# GREENHOUSE GAS (GHG) EMISSIONS

A key element of our sustainability strategy is to reduce our carbon footprint. Through our participation in CDP reporting and internal data management initiatives, we have developed more robust data collection processes to better monitor and manage our Scope 1 and 2 emissions.

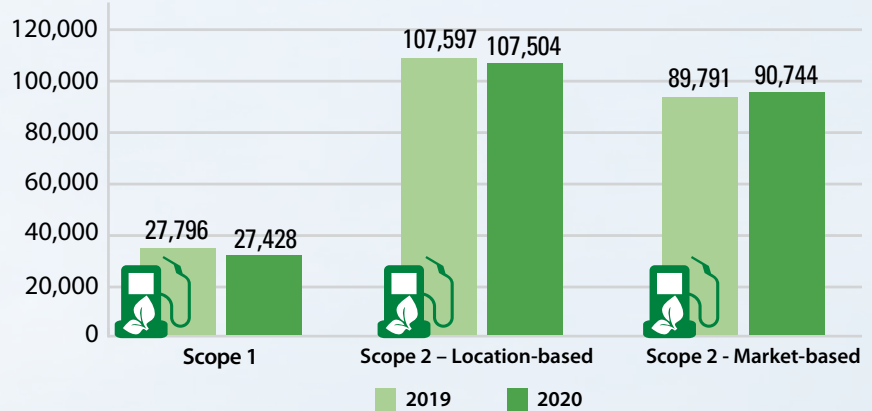
Our direct, Scope 1 emissions include fossil fuels and chemicals used as refrigerants or process chemicals. Our indirect, Scope 2 emissions include our use of electricity, both renewable and non-renewable. We monitor both location-based and market-based Scope 2 emissions, as we have certain manufacturing facilities where renewable energy is not available.

Our Scope 1 and Scope 2 location-based emissions decreased slightly, and our Scope 2 market-based emissions increased slightly from 2019 to 2020.

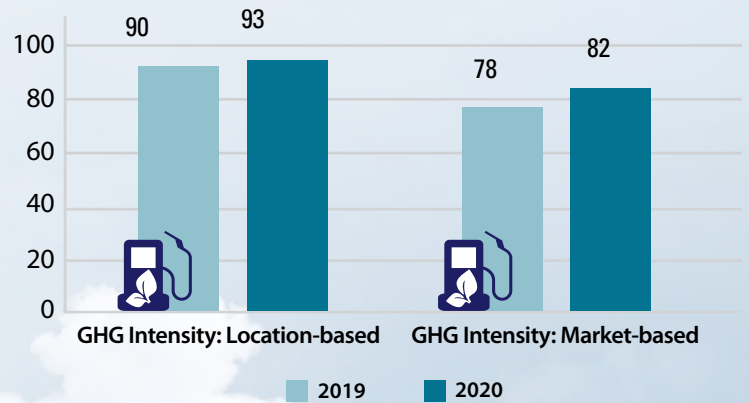
The GHG intensity for Scopes 1 and 2, combined, increased year-over-year as our revenue decreased in 2020.

Our continued GHG reduction efforts and priorities are based on our goal to achieve a GHG reduction of 38% by 2035. As we focus on energy reduction, increased use of renewable energy, and better management of our chemical processes, we are working closely with our manufacturing facility leaders to implement energy audits, action plans, and targeted budgets by the end of 2021.

**Scope 1 and Scope 2 Location and Market based Emissions (metric tons CO2e)**



**GHG Emissions Intensity Total (metric tons CO2e per \$M revenue)**



In 2020, climate risks and emissions reduction opportunities influenced several key operating decisions, including launching an analysis of solar installation at sites located in China, Mexico, and the Philippines, and moving a heat-intensive operation from one facility to another to reduce the energy required for cooling.

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 306-1 | GRI 306-2 | GRI 306-3

# WASTE & HAZARDOUS MATERIAL MANAGEMENT

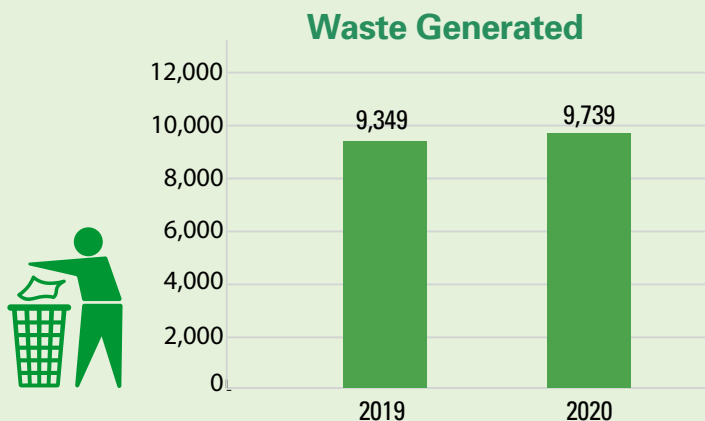
The foundation of our waste reduction strategy is centered on three basic concepts: reduce, reuse, and recycle. As far as is reasonably practicable, waste management and waste minimization efforts throughout our manufacturing facilities utilize this waste hierarchy approach.

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

- Launched a recycling program for the plastic mold regrind area in our facility in Lipa City, the Philippines.
- Implemented procedural improvements at our facility in Piedras Negras, Mexico, and across our locations in Asia to automate the approval process to eliminate unnecessary and duplicative emailing and printing.
- Automated processes for manual coating machines to eliminate waste generation in our facility in Dongguan, China.



Our overall waste generated went from 9,349 metric tons in 2019 to 9,739 metric tons in 2020, increasing by 4%.



In 2021, we are validating our waste categorization and disposal data to establish meaningful reduction goals.



# OUR SUPPLIERS

## SUSTAINABLE SUPPLY CHAIN



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

We distribute our Supplier Code of Conduct and [Supplier Quality Manual](#) to all new suppliers and request their acknowledgement of our expectations. In 2020, all direct material suppliers were asked to certify their awareness of our Supplier Code of Conduct.

We strive to operate a reliable and responsible supply chain that is compliant with ISO9001, ISO14001, and IATF16949 (for automotive products) requirements, as defined in our [Supplier Quality Manual](#). Suppliers provide certificates of compliance to specific regulations including but not limited to Restriction on Hazardous Substances (ROHS), Registration, Evaluation and Authorization of Chemicals (REACH), and Halogen-free.

continued on pg 41



## OUR SUPPLIERS

Our global supply chain includes various types of suppliers, including:

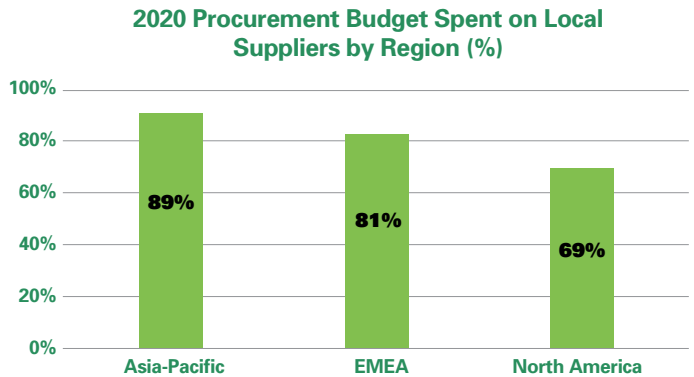
- **Direct material suppliers that provide materials for our products such as metals, stamping, molding, and other raw materials.**
- **Indirect suppliers that provide either goods or services for the corporate functions or local sites, including equipment and building maintenance and repair, financial, legal and HR services, or IT hardware.**
- **Subcontractor suppliers that provide specialized outsourced manufacturing processes including plating, heat-treating, stamping, foundries or packaging.**



## SUSTAINABLE SUPPLY CHAIN *continued*

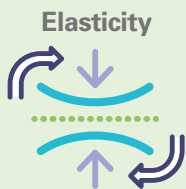


In 2020, we worked with more than 11,000 suppliers and service providers in North America, Europe, and Asia. Of those suppliers, approximately 3,500 suppliers provide direct materials used in our production (or manufacturing) processes. The following chart shows the percentage of our manufacturing sites' 2020 procurement budget that was spent on local suppliers within the site region.



During 2020, we had several supplier localization initiatives across our various business units, however, none of these changes were significant to our overall supply chain structure.

### SUPPLIER LOCALIZATION INITIATIVES ARE A KEY ELEMENT TO OUR SUPPLY CHAIN STRATEGY TO ENHANCE OUR:



**Reduce the Environmental Impact of Our Supply Chain Logistics**



**Support the Communities Where We Operate**



## CONFLICT MINERALS



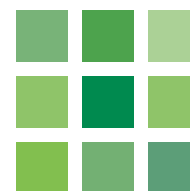
Littelfuse is committed to supporting human rights throughout our supply chain and we have established processes to ensure that our sourcing practices are consistent with this guiding principle. Accordingly, our due diligence efforts support the responsible sourcing of conflict minerals in our supply chain, including tantalum, tin, tungsten, and gold (the "Conflict Minerals") from the Democratic Republic of Congo or adjoining countries. We conduct an annual reasonable country of origin inquiry with our direct material suppliers to obtain information regarding the origin of any Conflict Minerals used in their manufacturing processes, and to identify the Conflict Minerals processing facilities within their supply chains. We actively review information from our suppliers and engage with them to ensure their smelters obtain a conflict-free designation through the

Responsible Minerals Assurance Process. Our suppliers are required to provide information to us on the Conflict Minerals Reporting Template, in accordance with the recommendation from the Responsible Minerals Initiative ("RMI"). Additional information regarding our due diligence process and the outcome of our most recent supplier inquiry is detailed in our latest [Conflict Minerals Report](#).

As part of our commitment to source responsibly, Littelfuse is a member of the RMI. We utilize information from RMI to confirm the information provided by our suppliers, and our procurement team regularly participates in training opportunities to stay up to date on best practices that support responsible sourcing of minerals from conflict-affected and high-risk areas.

For the Management Approach Disclosure Service, GRI Services reviewed that the GRI content index is clearly presented and the references for management approach disclosures align with appropriate sections in the body of the report.

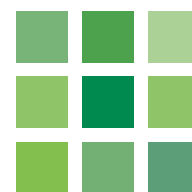
For the Materiality Disclosure Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.



GRI INDEX

# GRI CONTENT INDEX

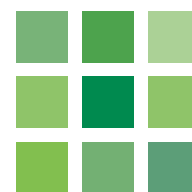
GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT ANSWERS	Omission		
			Part Omitted	Reason	Explanation
<b>GRI 101: FOUNDATION 2016 – GENERAL DISCLOSURES</b>					
<b>GRI 102: General Disclosures 2016</b>	<b>ORGANIZATIONAL PROFILE</b>				
	102-1 Name of the organization	Page 1			
	102-2 Activities, brands, products, and services	<a href="#">Form 10-K</a> , page 6-7			
	102-3 Location of headquarters	Company Profile			
	102-4 Location of operations	<a href="#">Form 10-K</a> , page 16			
	102-5 Ownership and legal form	<a href="#">Form 10-K</a> , page 3			
	102-6 Markets served	Company Profile			
	102-7 Scale of the organization	<a href="#">Form 10-K</a>			
	102-8 Information on employees and other workers	Social Metrics, page 48			
	102-9 Supply chain	Sustainable Supply Chain			
	102-10 Significant changes to the organization	Sustainable Supply Chain			
	102-11 Precautionary Principle or approach	We do not formally apply the precautionary principle to decision-making across our activities, however, we have a formal Enterprise Risk Management (ERM) process to identify, assess, and manage all aspects of the company's operations and activities, including climate related risk areas. Key risk factors are further specified in the company's Form 10-K, starting on page 10.			
	102-12 External initiatives	Stakeholder Recognition Sustainable Supply Chain			
102-13 Membership of associations	Stakeholder Recognition Sustainable Supply Chain				
<b>STRATEGY</b>					
102-14 Statement from senior decision-maker	A CEO Message from our CEO				
<b>ETHICS AND INTEGRITY</b>					
102-16 Values, principles, standards, and norms of behavior	Core Values				
<b>GOVERNANCE</b>					
102-17 Mechanisms for advance and concerns about ethics	Ethics & Compliance Program				
102-18 Governance structure	Governance Structure				
<b>STAKEHOLDER ENGAGEMENT</b>					
102-40 List of stakeholder groups	Engaging with Stakeholders				
102-41 Collective bargaining agreements	Social Metrics, page 48				
102-42 Identifying and selecting stakeholders	Engaging with Stakeholders				
102-43 Approach to stakeholder engagement	Engaging with Stakeholders				
102-44 Key topics and concerns raised	Engaging with Stakeholders Materiality Assessment				



# GRI CONTENT INDEX

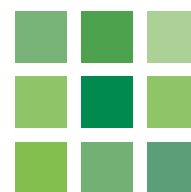
GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT ANSWERS	Omission		
			Part Omitted	Reason	Explanation
<b>GRI 101: FOUNDATION 2016 - GENERAL DISCLOSURES</b>					
<b>GRI 102: General Disclosures 2016</b>	<b>REPORTING PRACTICE</b>				
	102-45 Entities included in the consolidated financial statements	Form 10-K, Exhibit 21.1			
	102-46 Defining report content and topic Boundaries	Materiality Assessment			
	102-47 List of material topics	Materiality Assessment			
	102-48 Restatements of information	About this Report			
	102-49 Changes in reporting	About this Report			
	102-50 Reporting period	About this Report			
	102-51 Date of most recent report	About this Report			
	102-52 Reporting cycle	About this Report			
	102-53 Contact point for questions regarding the report	Contact our Global Sustainability Steering Committee			
	102-54 Claims of reporting in accordance with the GRI Standards	About this Report			
102-55 GRI content index	GRI Content Index				
102-56 External assurance	About this Report				
<b>MATERIAL TOPICS - 200 SERIES (ECONOMIC TOPICS)</b>					
<b>ECONOMIC PERFORMANCE</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Company Profile			
	103-2 The management approach and its components	Company Profile			
	103-3 Evaluation of the management approach	Company Profile			
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Company Profile, Form 10-K	201-1 (a) and (b) information partially unavailable		
<b>PROCUREMENT PRACTICES</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Sustainable Supply Chain			
	103-2 The management approach and its components	Sustainable Supply Chain			
	103-3 Evaluation of the management approach	Sustainable Supply Chain			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain Social Metrics, page 48			
<b>ANTI-CORRUPTION</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Ethics & Compliance Program			
	103-2 The management approach and its components	Ethics & Compliance Program			
	103-3 Evaluation of the management approach	Ethics & Compliance Program			
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption & Bribery			
<b>300 SERIES (ENVIRONMENTAL TOPICS)</b>					
<b>ENERGY</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Our Environmental Impact Energy Efficiency			
	103-2 The management approach and its components	Our Environmental Impact Energy Efficiency			
	103-3 Evaluation of the management approach	Our Environmental Impact Energy Efficiency			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy Efficiency Environmental Metrics, page 47			
	302-3 Energy intensity	Energy Efficiency Environmental Metrics, page 47			

# GRI CONTENT INDEX



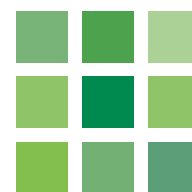
## GRI INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT ANSWERS	Omission		
			Part Omitted	Reason	Explanation
<b>300 SERIES (ENVIRONMENTAL TOPICS)</b>					
<b>WATER AND EFFLUENTS</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Our Environmental Impact Water Use			
	103-2 The management approach and its components	Our Environmental Impact Water Use			
	103-3 Evaluation of the management approach	Our Environmental Impact Water Use			
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water Use			
	303-2 Management of water discharge-related impacts	Water Use			
	303-3 Water withdrawal	Water Use Environmental Metrics, page 47			
<b>EMISSIONS</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Our Environmental Impact GHG Emissions Reduction -Target Setting Greenhouse Gas (GHG) Emissions			
	103-2 The management approach and its components	Our Environmental Impact GHG Emissions Reduction -Target Setting Greenhouse Gas (GHG) Emissions			
	103-3 Evaluation of the management approach	Our Environmental Impact GHG Emissions Reduction -Target Setting Greenhouse Gas (GHG) Emissions			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas (GHG) Emissions Environmental Metrics, page 47 Littelfuse 2020 CDP Response			
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas (GHG) Emissions Environmental Metrics, page 47 Littelfuse 2020 CDP Response			
	305-4 GHG emissions intensity	Greenhouse Gas (GHG) Emissions Environmental Metrics, page 47			
<b>EFFLUENTS AND WASTE</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Waste and Hazardous Material Mgmt			
	103-2 The management approach and its components	Waste and Hazardous Material Mgmt			
	103-3 Evaluation of the management approach	Waste and Hazardous Material Mgmt			
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Waste and Hazardous Material Mgmt			
	306-2 Management of significant waste-related impacts	Waste and Hazardous Material Mgmt			
	306-3 Waste generated	Waste and Hazardous Material Mgmt	Partial omission of 306-3(a) as we track waste generated, but we do not track the disposal categories.		
<b>ENVIRONMENTAL COMPLIANCE</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Our Environmental Impact			
	103-2 The management approach and its components	Our Environmental Impact			
	103-3 Evaluation of the management approach	Our Environmental Impact			
<b>GRI 307: Environmental Compliance 2016</b>	307-1 Non-compliance with environmental laws and regulations	<a href="#">Form 10-K</a> , page 10			



# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT ANSWERS	Omission		
			Part Omitted	Reason	Explanation
<b>400 SERIES (SOCIAL TOPICS)</b>					
<b>OCCUPATIONAL HEALTH AND SAFETY</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Health & Safety Health & Wellness			
	103-2 The management approach and its components	Health & Safety Health & Wellness			
	103-3 Evaluation of the management approach	Health & Safety Health & Wellness			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety mgmt system	Health & Safety Management System			
	403-2 Hazard identification, risk assessment, and incident investigation	Hazard Identification, Risk Assessment, and Incident Investigation			
	403-3 Occupational health services	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	Health & Wellness			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety			
403-9 Work-related injuries	Health & Safety Performance Social Metrics, page 48				
<b>TRAINING AND EDUCATION</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Talent Development			
	103-2 The management approach and its components	Talent Development			
	103-3 Evaluation of the management approach	Talent Development			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Talent Management	Partial omission of 404-1(a)(i) as training data by gender is not available.		
	404-3 Percent of employees receiving regular performance review	During 2020, 98% of professional employees completed annual performance review.	Partial omission of 404-3(a) as performance review completion by gender is not available. Additionally, the annual performance review process for operations and support employees is managed offline by local managers and monitored by each respective local human resources team. We currently track annual performance review completion by this employee group only at the local level.		



# GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S), URL(S), AND/OR DIRECT ANSWERS	Omission		
			Part Omitted	Reason	Explanation
<b>400 SERIES (SOCIAL TOPICS)</b>					
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Diversity, Inclusion & Belonging Governance Structure			
	103-2 The management approach and its components	Diversity, Inclusion & Belonging Governance Structure			
	103-3 Evaluation of the management approach	Diversity, Inclusion & Belonging Governance Structure			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Diversity, Inclusion & Belonging Governance Structure			Partial omission of 405-1(b)(ii) and 405-1(b)(iii). While we have a breakdown of our employee ethnicity within the U.S. that is reported annually on our EEO-1 report, it is illegal in certain other countries to track ethnicity. We recognize that we have an opportunity to increase ethnic diversity within our company as it takes diverse perspectives to be a high-performing, global company.
<b>LOCAL COMMUNITIES</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Community Involvement			
	103-2 The management approach and its components	Community Involvement			
	103-3 Evaluation of the management approach	Community Involvement			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Community Involvement			
<b>CUSTOMER PRIVACY</b>					
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	Data Security Privacy			
	103-2 The management approach and its components	Data Security Privacy			
	103-3 Evaluation of the management approach	Data Security Privacy			
<b>GRI 418: Customer Privacy 2016</b>	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			

# ENVIRONMENTAL METRICS

ENVIRONMENTAL DATA	UNIT	2020	2019
Revenue	in millions	\$1,446	\$1,504
Manufacturing Facilities in Scope [1]	number	19	19
<b>ENERGY CONSUMPTION [2]</b>			
Non-renewable sources	MWh	195,695	188,445
Renewable sources	MWh	33,972	35,310
Total energy consumption	MWh	229,667	223,755
Energy Intensity	MWh/\$M Revenue	159	149
<b>WATER USAGE</b>			
Total water withdrawal [3]	megaliters	1,322	1,340
Total water withdrawal from areas with water stress [4]	megaliters	1,229	1,232
Water Intensity	megaliters/\$M Revenue	0.91	0.89
<b>GREENHOUSE GAS EMISSIONS [5]</b>			
Scope 1	metric tons CO2e	27,428	27,796
Scope 2 - Location-based	metric tons CO2e	107,504	107,597
Scope 2 - Market-based	metric tons CO2e	90,744	89,791
GHG Total (Scope 1 & 2) - Location-based	metric tons CO2e	134,932	135,393
GHG Total (Scope 1 & 2) - Market-based	metric tons CO2e	118,172	117,587
GHG Emission Intensity Total - Location based	metric tons CO2e/\$M Revenue	93	90
GHG Emission Intensity Total - Market based	metric tons CO2e/\$M Revenue	82	78
<b>WASTE GENERATED AND DISPOSED [6]</b>			
Total Waste Generated	metric tons	9,739	9,349

1 – This report includes 19 of our manufacturing facilities and nine research and development or testing centers and laboratories.

2 – Energy consumption includes fuel, electricity, heat, and generated heat. Energy consumption is limited within the organization.

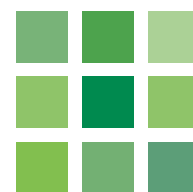
3 – The sources of our 2020 water withdrawal include 83 ML ground water — renewable, and 1,239 ML municipal water — public or private utilities. The sources of our 2019 water withdrawal include 84 ML ground water — renewable, and 1,256 ML municipal water — public or private utilities.

4 – The sources of our 2020 water withdrawal in areas of water stress include 85 ML ground water - renewable, and 1,144 ML municipal water - public or private utilities.

The sources of our 2019 water withdrawal in areas of water stress include 84 ML ground water - renewable, and 1,148 ML municipal water - public or private utilities.

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

6 – Waste generated was not adjusted for any recycled waste.



# SOCIAL METRICS

SOCIAL DATA	UNIT	2020	2019
<b>GOVERNANCE BODY (BOARD OF DIRECTORS)</b>			
Board of Directors	number	10	9
Female Directors	number	2	1
Directors over 50 years old	number	10	9
Directors who are underrepresented ethnic minorities	number	3	2
<b>EMPLOYEES IN SCOPE</b>			
Littelfuse employees [1]	number	12,273	11,319
Contract employees	number	103	92
Full-time employees	number	12,189	11,232
Part-time employees	number	84	87
Employees represented under collective bargaining agreements	% total workforce	25%	20%
<b>DIVERSITY IN SCOPE [2]</b>			
Percent employees located in the Americas	% total workforce	46%	43%
Percent employees located in Asia-Pacific	% total workforce	40%	41%
Percent employees located in Europe	% total workforce	14%	16%
Female employees	number	6,564	6,097
Male employees	number	5,601	5,130
Percent female employees	% total workforce	54%	54%
Female employees in leadership [3]	number	163	150
Male employees in leadership	number	657	618
Percent female employees in leadership	% total managers	20%	20%
<b>TRAINING</b>			
Total training hours	number	132,045	*
Production employee training hours	number	75,196	*
Professional and support employee training hours	number	56,849	*
Total average training hours per employee	training hours/employee	11	*
Training hours per production employee	training hours/direct employee	12	*
Training hours per professional and support employee	training hours/indirect employee	10	*
<b>INJURIES AND SAFETY INCIDENTS PER 100 EMPLOYEES [4]</b>			
Number of hours worked	number	23,706,431	24,947,878
Fatalities	number	0	0
Recordable injuries	number	17	27
Lost time injuries	number	16	21
Medical treatment	number	1	6
Days lost	number	362	451
Total Recordable Incident Rate (TCIR)	case number / hours worked	0.143	0.216
Lost Time Injury Rate (LTIR)	case number / hours worked	0.135	0.168
<b>SUPPLIERS</b>			
Significant locations of operation [5]	number of locations	20	20
Local suppliers in Asia-Pacific [6]	percent of spend on local suppliers	89%	91%
Local suppliers in EMEA [7]	percent of spend on local suppliers	81%	70%
Local suppliers in North America [8]	percent of spend on local suppliers	69%	74%

1 – Total employee count includes contract employees.

2 – Excludes employees that did not select a gender type in our HRIS platform.

3 – Leadership defined as an employee at grade level 12 and above.

4 – 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.

5 – The significant locations of operation include all manufacturing sites and excludes sales offices, NPD centers, labs, distribution centers and warehouses.

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

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

8 – North America region includes suppliers in the US and Mexico.

\*Data not available.



GRI 102-56

## FORWARD LOOKING STATEMENTS & DISCLAIMERS

Non-financial information in this report is subject to measurement uncertainties and estimates related to the limitations inherent in the nature and methods used for determining such data. The statements in this report that are not historical facts are intended to constitute "forward-looking statements" entitled to the safe-harbor provisions of the Private Securities Litigation Reform Act. These statements may involve risks and uncertainties including those risks which may be detailed in the company's Securities and Exchange Commission filings.

Should one or more of these risks or uncertainties materialize or should the underlying assumptions prove incorrect, actual results and outcomes may differ materially from those indicated or implied in the forward-looking statements. This report should be read in conjunction with information provided in the financial statements appearing in the company's Annual Report on Form 10-K for the year ended December 26, 2020. 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 26, 2020 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](http://investor.littelfuse.com) and on the SEC's website at [www.sec.gov](http://www.sec.gov). These forward-looking statements are made as of the date hereof. The company does not undertake any obligation to update, amend or clarify these forward-looking statements to reflect events or circumstances after the date hereof or to reflect the availability of new information.

Statements regarding our policies, guidelines, or targets are aspirational in nature. They are not promised to be delivered nor guaranteed for achievement. We cannot guaranty that our directors, officers, employees, and suppliers follow the requirements of our Code of Conduct, policies, and guidelines in all circumstances. Standards of measurement and methods of calculating sustainability data are developing and numbers reported are based on company calculations and estimates.

Unless otherwise indicated, references to "Littelfuse," "the Company," "we," "our," and "us," in this report refer to Littelfuse, Inc. and its consolidated subsidiaries. The content of this report generally covers subject matter for the 2020 calendar year unless otherwise noted and is limited to operations owned and/or operated by Littelfuse.

