



Sustainability from an employer perspective

Phil Townsend

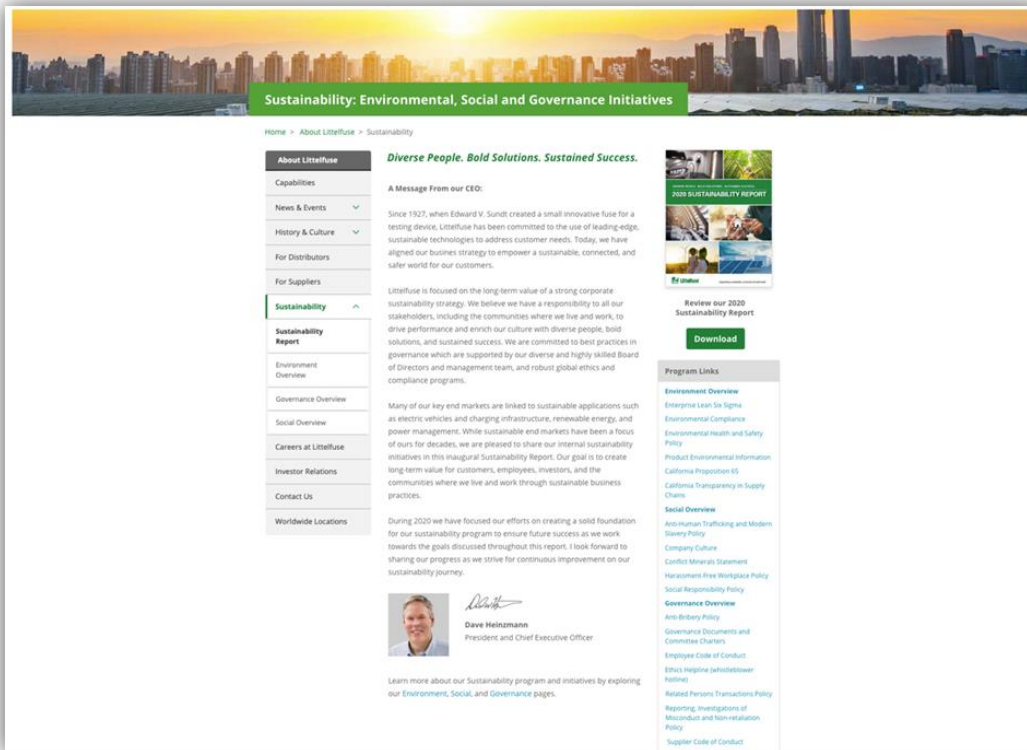
SWLEP Skills & Talent Subgroup Meeting

12th January 2022

 **Littelfuse®**
Expertise Applied | Answers Delivered

Sustainability Homepage and Report:

www.littelfuse.com/about-us/sustainability.aspx



The screenshot shows the Littelfuse Sustainability homepage. At the top is a banner image of a city skyline at sunset with the text "Sustainability: Environmental, Social and Governance Initiatives". Below the banner is a navigation bar with "Home > About Littelfuse > Sustainability". The main content area is divided into two columns. The left column contains a sidebar with links: "About Littelfuse", "Capabilities", "News & Events", "History & Culture", "For Distributors", "For Suppliers", "Sustainability" (highlighted), "Sustainability Report", "Environment Overview", "Governance Overview", "Social Overview", "Careers at Littelfuse", "Investor Relations", "Contact Us", and "Worldwide Locations". The right column features the headline "Diverse People. Bold Solutions. Sustained Success." followed by a "Message From our CEO" section. The CEO's message discusses the company's commitment to sustainability since 1927. Below the message is a "Review our 2020 Sustainability Report" button and a "Download" button. A "Program Links" section lists various initiatives, including "Environment Overview", "Social Overview", "Governance Overview", and "Related Persons Transactions Policy".

Sustainability: Environmental, Social and Governance Initiatives

Home > About Littelfuse > Sustainability

About Littelfuse

Capabilities

News & Events

History & Culture

For Distributors

For Suppliers

Sustainability

Sustainability Report

Environment Overview

Governance Overview

Social Overview

Careers at Littelfuse

Investor Relations

Contact Us

Worldwide Locations

Diverse People. Bold Solutions. Sustained Success.

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.

Dave Heinemann
President and Chief Executive Officer

Learn more about our Sustainability program and initiatives by exploring our Environment, Social, and Governance pages.

Program Links

Environment Overview

- Enterprise Lean Six Sigma
- Environmental Compliance
- Environmental Health and Safety Policy
- Product Environmental Information
- California Proposition 65
- California Transparency in Supply Chains

Social Overview

- Anti-Human Trafficking and Modern Slavery Policy
- Company Culture
- Conflict Minerals Statement
- Harassment Free Workplace Policy
- Social Responsibility Policy

Governance Overview

- Anti-Bribery Policy
- Governance Documents and Committees Charters
- Employee Code of Conduct
- Ethics Helpline (whistleblower hotline)
- Related Persons Transactions Policy
- Reporting Investigations of Misconduct and Non-retaliation Policy
- Supplier Code of Conduct



The screenshot shows the cover of the Littelfuse 2020 Sustainability Report. The top section features a banner image with a car charging station and a person working in a field, with the text "DIVERSE PEOPLE. BOLD SOLUTIONS. SUSTAINED SUCCESS." and "2020 SUSTAINABILITY REPORT". Below the banner is a "Download" button. The middle section contains three images: a factory interior, a person holding a smartphone with a house icon, and a person standing in front of wind turbines. The bottom section features the Littelfuse logo and the tagline "Empowering a sustainable, connected, and safer world".

DIVERSE PEOPLE. BOLD SOLUTIONS. SUSTAINED SUCCESS.

2020 SUSTAINABILITY REPORT

Download

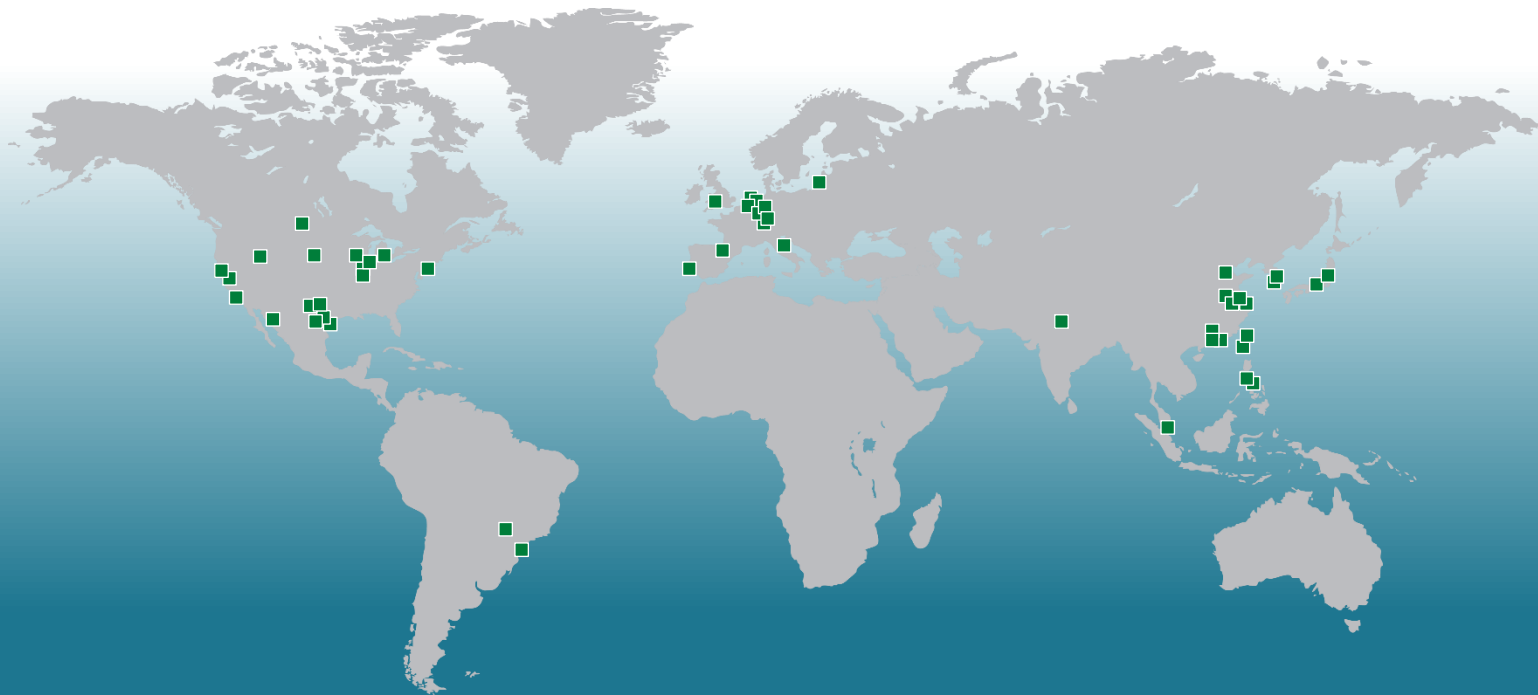
Littelfuse

Empowering a sustainable, connected, and safer world

Empowering a sustainable, connected, and safer world

‘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.’

Diverse People. Bold Solutions. Sustained Success.



Core values

■ 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.

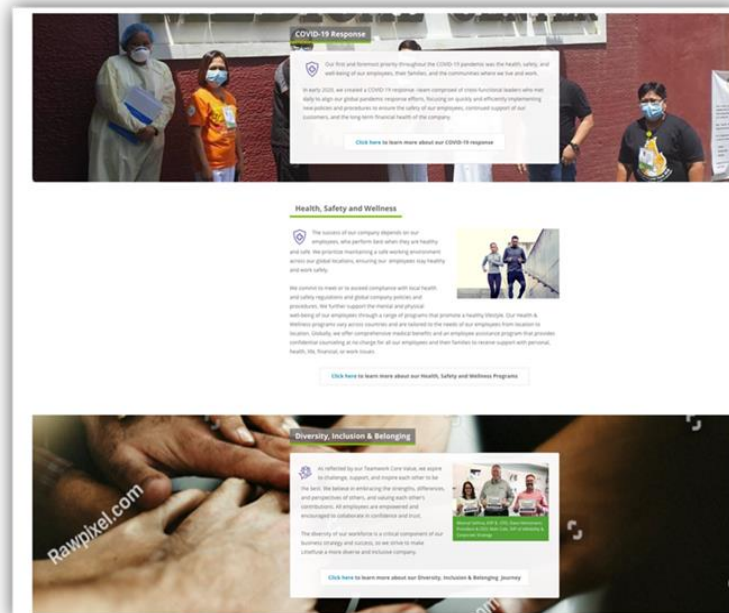


■ Innovation

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



- Covid-19 Response
- Health, Safety & Wellbeing
- Diversity, Inclusion & Belonging



Talent Development



CEO MESSAGE	ABOUT THIS REPORT	COMPANY PROFILE	GOVERNANCE & ETHICS	OUR PEOPLE	OUR PRODUCTS	ENVIRONMENTAL IMPACT	OUR SUPPLIERS	GRI INDEX	ESG METRICS
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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 and professional and support 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.

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2020 SUSTAINABILITY REPORT

Empowering a sustainable, connected, and safer world

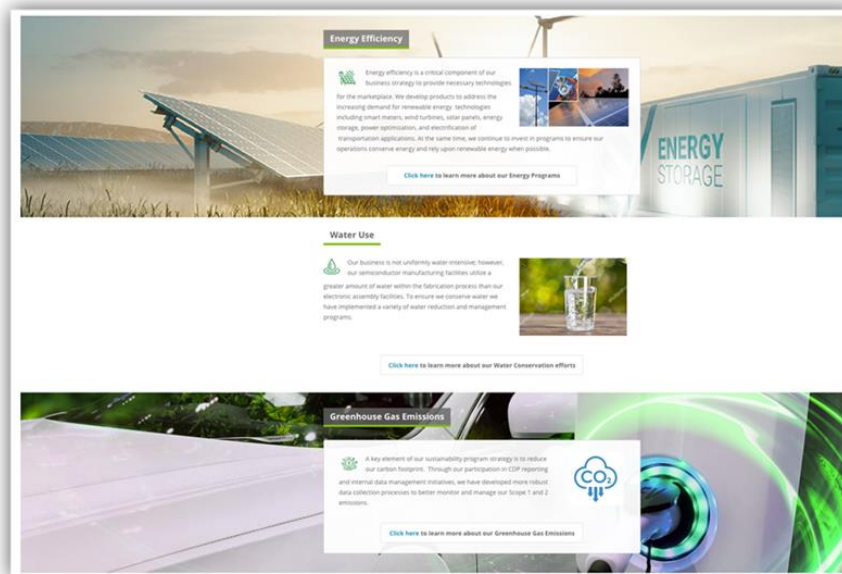
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Community Involvement



Environmental Impact

- Energy efficiency
- Water use
- Greenhouse gas emissions



Any questions?

