



FUNCTION: Legal	POLICY: Anti-Bribery Policy
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EFFECTIVE DATE: May 30, 2025	APPROVED BY: Chief Legal Officer

PURPOSE

This Policy establishes the requirements for conducting business in accordance with all applicable anti-bribery laws in the countries where we, or our Representatives, operate.

SCOPE

This Policy applies globally to all Littelfuse companies, including all directly and indirectly owned subsidiaries and affiliates under the ownership or control of Littelfuse. We expect and require all of our employees and Representatives, including officers, foreign and domestic sales or procurement representatives, agents, distributors, consultants, joint venture partners and other third parties acting on behalf of Littelfuse to comply with this Policy. Strict compliance with this Policy and applicable law is required.

RESPONSIBILITY

All managers are responsible for the enforcement of and compliance with this Policy, including communication to the employees reporting to them. Anyone who does not comply with this Policy shall be subject to disciplinary action, to the extent permissible under applicable laws, up to and including immediate termination of employment.

The Chief Legal Officer shall be responsible to interpret and maintain this Policy and provide periodic training.

POLICY

Littelfuse, Inc. (together with our directly and indirectly owned subsidiaries and affiliated companies, “Littelfuse” or the “Company”) does not accept or pay bribes, kick-backs, inflated commissions, or similar payments. This Policy reinforces our commitment to our Core Values to act with integrity and do what is right. Accordingly, this Policy may go beyond what is required by applicable law. The fact that an action or practice is “customary” in a particular country or region is not sufficient to justify a violation of this Policy or applicable law.

Definitions

Anything of Value – Money or anything that has value to the recipient, such as gifts, favors, meals and entertainment, travel expenses, charitable donations or political contributions.

Government – Any agency, instrumentality, department, ministry, or other body of any national, state or local government, or any public international organization, including any governmental committee or commission and regulatory agency, and any government-owned or government-controlled business, corporation, company or society or any non-U.S. political party.

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Government Official – Any:

- Official (elected, appointed, career, or member), employee, or other representative of a Government;
- Official, employee, or other representative of a public international organization (e.g., Red Cross, United Nations, World Bank, European Union, World Trade Organization, World Customs Organization, North Atlantic Treaty Organization);
- Individual acting for or on behalf of a Government, even though he or she may not be an employee of such Government (such as an uncompensated honorary official or a member of a royal family);
- Official of a political party or candidate for political office outside the U.S.; and
- Individual who is considered a Government Official under applicable local (non-U.S.) law.

NOTE: An employee of a government-owned or government-controlled business is considered a “Government Official” and is subject to the same restrictions under this Policy as an official, employee or representative of a Government. If you have any question as to whether a person is considered a “Government Official” under this Policy, please contact the Legal Team.

Management – Any Littelfuse employee managing at least one other employee. For purposes of this Policy, “management” refers to the immediate supervisor of the employee seeking approval or a more senior member of management with the appropriate decision-making authority.

Representative – Any agent, contractor, consultant or third-party, including any owner, director, officer and employee of such entity who provides services to, or on behalf of, Littelfuse in connection with obtaining or retaining business from or delivering services to our customers, or who interacts with Government Officials on our behalf. For example, this term includes global distributors, sales representatives, consultants, joint venture partners and other vendors and agents.

PROCEDURE

Representatives

Littelfuse can be held responsible not only for the actions of our employees, but also for the actions of our Representatives. Therefore, the owner of the relationship with the Representative should be selective and conduct thorough due diligence to ensure that the Representative will represent Littelfuse in a manner consistent with our commitment to integrity and the principles of this Policy, and other Littelfuse policies regarding the selection of Representatives.

The [new supplier creation process](#) must be followed for all Representatives, including completion of due diligence questionnaires subject to approval by the Legal Team. No Representative may receive payment from Littelfuse prior to completion of the due diligence screening.

Any contract or agreement entered into or renewed between Littelfuse and a Representative that

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will, in the normal course of its business, have business relationships with a Government or Government Official on behalf of Littelfuse must contain anti-bribery representations, warranties and covenants consistent with this Policy and must be reviewed and approved by the Legal Team.

Red Flags Regarding Representatives

When managing our Representatives, employees must take note of certain red flags that may indicate a reason for concern, including, but not limited to:

- The country where the Representative is operating has a history of corruption (refer to third-party country corruption index for additional information: <https://www.transparency.org/countries>).
- The Representative provides services and is paid on a contingent basis, for example, receives a certain percentage of the refunds or subsidies obtained from the Government on our behalf.
- The Representative was specifically recommended by a Government Official.
- The Representative refuses to agree to abide by applicable anti-bribery laws.
- The Representative provides incomplete or inaccurate information on required disclosures.
- The Representative requires that payment be made to a third party or in some other country.
- The Representative requests an unusually large commission in relation to the service provided.
- The Representative requests reimbursement for poorly documented or questionable expenses.
- The Representative has family or business ties to relevant Government Officials.
- The only qualification the Representative has is influence of Government Officials.

Payments made to Representatives with knowledge or a suspicion or reason to believe that such payments will be passed on for prohibited purposes, are illegal and are prohibited.

Prohibited Payments

Strict Prohibition Against Bribes and Kickbacks

Littelfuse prohibits the payment, offer, promise, or authorization of payment of Anything of Value (whether directly or indirectly) to any Government Official. It also prohibits the payment, offer, promise, or authorization of payment of Anything of Value to any other person (such as a third-party agent, consultant or intermediary) while suspecting or having reason to believe that the payment, offer promise or authorization of payment will be made, offered to, given to or otherwise benefit any Government Official, political party, or candidate for political office in order to obtain, retain, or direct business. Examples of prohibited payments include payments in the form of “kickbacks” or “bribes” intended to induce or reward favorable buying decisions or governmental actions and may not be used in connection with Company business.

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Such prohibited payments are often in the form of kickbacks, bribes, or payoffs; however, such a payment could also take the form of an unusual gift, free vacation travel, entertainment or Anything of Value. Any payment made from Company funds for the express purpose of obtaining or retaining business or unduly influencing a Government Official on some matter (such as a tax decision) in favor of the Company should be considered to be prohibited under this Policy.

Appropriate actions to take while maintaining a relationship with a Government Official are not always clear. As a result, no payments in the form of (1) travel, meals, lodging or entertainment; (2) gifts and hospitality; (3) charitable contributions; and (4) political contributions shall be provided to a Government Official without prior authorization from the Chief Legal Officer or their designee.

Any employee who has been approached or has information about proposed or actual improper payments or other violations of this Policy must immediately report that information to the Legal Team or our Ethics Helpline. Failure to report actual or potential improper payments, including potential kickbacks or bribery, is subject to disciplinary action, including and up to termination of employment. Representatives or other third parties should report any information regarding potential or actual violations of this Policy to their primary Littelfuse contact or through our [Ethics Helpline](#).

Facilitation Payments

A Facilitation Payment is a small sum of money paid by a natural person to a public official in order to obtain a customary or necessary administrative routine which that person is entitled to receive. Certain countries where Littelfuse operates expressly permit facilitation payments under certain conditions, however, other countries do not exempt facilitation payments from their anti-bribery laws and regulations. Facilitation payments may be allowed only in special circumstances where they are not prohibited by applicable law and the failure to obtain the item subject to the payment would create an undue hardship on the employee or the company. Therefore, Littelfuse prohibits facilitation payments unless they meet certain criteria and are permitted under local law.

Given the legal complexities concerning facilitation payments, no facilitation payment may be made without prior legal approval. If the payment is related to any shipment or import/export transaction, approval from the Trade Compliance team is also required. Payments to expedite any action that would otherwise be performed in the ordinary course are not considered Facilitation Payments under this Policy and are prohibited in all circumstances.

Related Accounting Requirements

Our financial standards require that Littelfuse maintain books and records that accurately reflect all transactions of the Company. In addition, the Company is responsible for the design and maintenance of an adequate system of internal accounting control. Each transaction entered into by the Company is required to have proper authorization, followed by proper and complete accounting and reporting of the transaction. This includes all transactions with Government Officials and with Representatives. Do not take any action that might result in the falsification of Company accounting or business records for any purpose.

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For example:

- Do not create or maintain any unrecorded fund or asset of the Company.
- Do not make false, mislabeled or artificial entries in the books and records of the Company or participate in the arrangement that could result in such entries.
- Do not approve or make any payment on behalf of the Company with the intention or understanding that any part of the payment is to be used for an improper purpose or any purpose other than that described by the documents supporting the payment.
- Do not directly or indirectly use any funds or other assets of the Company for any unlawful purpose.

The handling of each transaction is subject to internal audit verification, with reporting of exceptions to Management and to the Chief Accounting Officer, Chief Financial Officer or the Chief Legal Officer.

Reporting Questions or Concerns

If you have any questions related to this Policy, please contact the Legal Team. If you are uncertain whether a particular transaction or activity complies with this Policy or learn of a violation or potential violation of this Policy, you should contact the Legal Team or the [Ethics Helpline](#), accessible worldwide, 7 days a week and 24 hours a day. Calls or electronic reports submitted to the Ethics Helpline will be treated confidentially and, if requested, anonymously.

REVISION HISTORY

This policy replaces the prior Anti-Bribery Policy dated September 1, 2021.