

<b>FUNCTION:</b> Legal	<b>POLICY:</b> Sustainability Policy
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<b>EFFECTIVE DATE:</b> May 15, 2025	<b>APPROVED BY:</b> Chief Legal Officer

## **PURPOSE**

The purpose of this Policy is to demonstrate the commitment of Littelfuse, Inc. to the long-term value of a robust sustainability strategy, that is communicated through the annual publication of the Littelfuse Sustainability Report, and other sustainability disclosure initiatives.

## **SCOPE**

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

## **RESPONSIBILITY**

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

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

## **POLICY**

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

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

## **PROCEDURE**

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

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### ***Environment***

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

- Climate Change Risk Management
- GHG & Energy Management
- Waste
- Water Management
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### ***Social***

From our production lines to our engineering labs, the office or distribution center, the contributions of our talented teams make a critical difference in our business success. We recognize that by creating an environment where individuals are empowered to perform at their best, our organization operates at its fullest potential. Therefore, our social strategic focus areas include initiatives around monitoring, managing, and enhancing the following material topics:

- Health & Safety in the Workplace
- Employee Experience
- Human Rights

### ***Governance***

Ethical decision-making and building trust-based relationships are critical components of our ability to thrive in a competitive marketplace. These practices help to align our stakeholders with the value of our long-term sustainability strategy. Therefore, our governance strategic focus areas include initiatives around monitoring, managing and enhancing the following material topics:

- Business Ethics & Transparency
- Materials Management

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

### **REVISION HISTORY**

This Policy replaces the prior Littelfuse, Inc. ESG, dated December 20, 2022