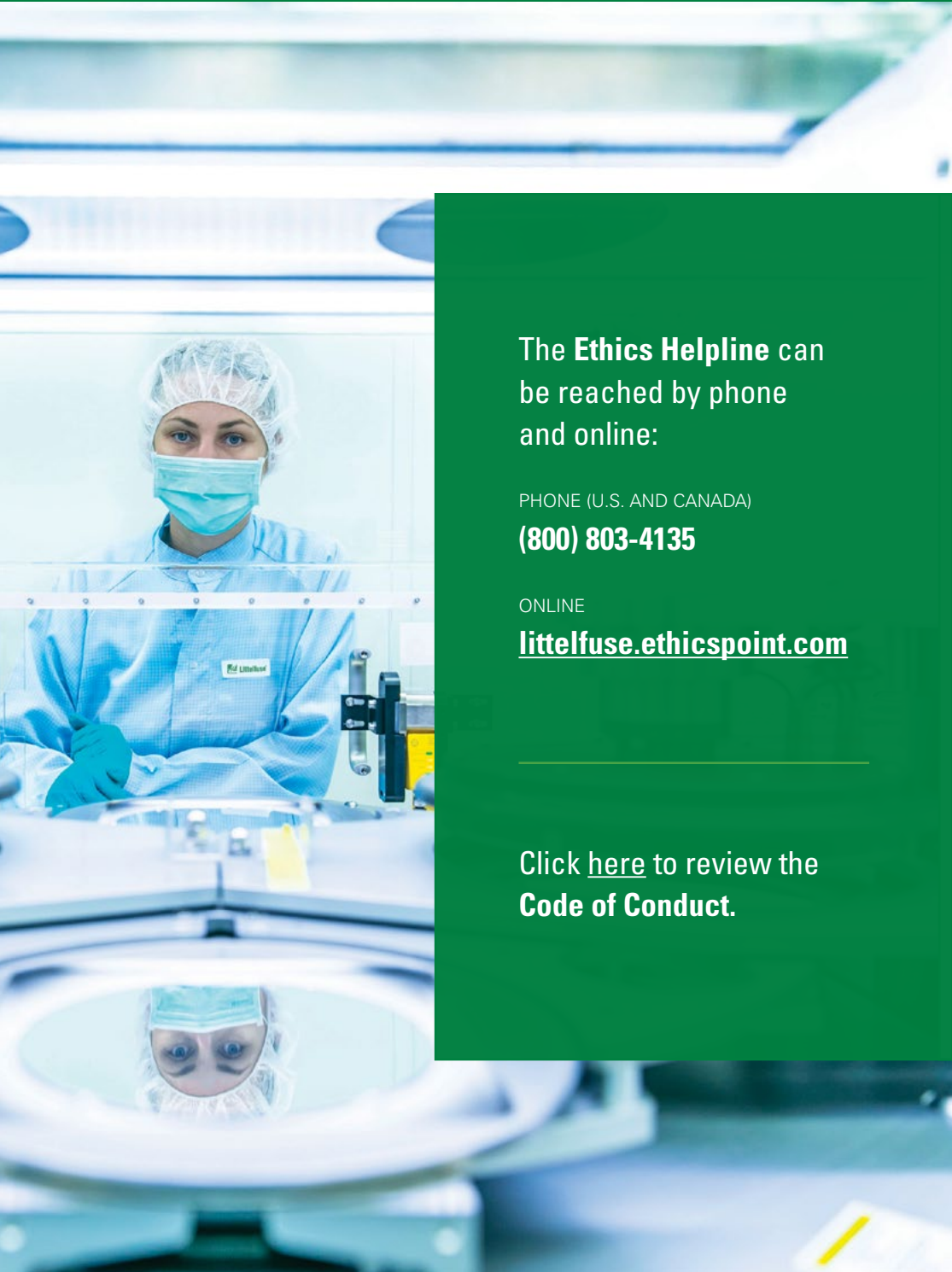




ETHICS HELPLINE

FREQUENTLY ASKED QUESTIONS





The **Ethics Helpline** can be reached by phone and online:

PHONE (U.S. AND CANADA)

(800) 803-4135

ONLINE

littelfuse.ethicspoint.com

Click [here](#) to review the **Code of Conduct**.

Littelfuse conducts its business affairs according to both the values mentioned in its [Code of Conduct](#) and the laws and regulations in those places where Littelfuse does business. Our reputation is decided by the way each employee conducts their respective work duties. Improper behavior by even a single employee may cause Littelfuse considerable harm.

Littelfuse promotes a culture that encourages people to seek guidance, to raise any concerns they have relating to improper business conduct, and to report any actual or suspected misconduct. Conducting an effective investigation allows Littelfuse to support the fair and consistent enforcement of workplace rules and to take immediate action to prevent further inappropriate behavior. These inquiries may lead to improvements in internal controls, business processes and practices, as well as the protection of Littelfuse's interests.



Where does the Code of Conduct apply?



The Code of Conduct applies to operations in the countries where Littelfuse does business. Additionally, all colleagues are subject to the laws and regulations of the locations where they work.



Does Littelfuse really want me to report?



We certainly do. In fact, we need you to report. You know what is going on in our company – both good and bad. You may know about an activity that may be cause for concern. Your reporting may minimize the potential negative impact on our company and its people. Also, offering positive input may help find issues that need correcting to improve our culture and performance.



Why should I report what I know?



We all have the right to work in a positive environment. With that right comes the responsibility of acting in an ethical manner and speaking up if someone is not acting appropriately. By working together, we can support a healthy and productive environment. Employee misconduct can threaten the business success of our company.



What may I or should I report to the Ethics Helpline?



You may report any actual or suspected violation of the law, policies, procedures, or any ethical concerns you may have. If you are an employee, however, we suggest that you first consult with your manager or your department head. Contact your human resources representative for help with issues relating to working conditions. Contact a member of the [Legal team](#) if you believe the matter involves compliance with any legal, regulatory or government requirements.

Littelfuse looks to prevent improper conduct and to detect it if it occurs. We can also answer questions and respond to concerns you may have about compliance, ethics and the requirements specified in company policies and regulations.

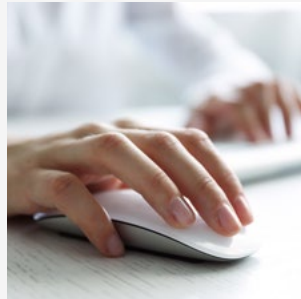
Please [contact us](#) even if you are in doubt about whether a matter should be reported.

Q: **If I see a violation, shouldn't I just report it to my manager, or human resources and let them deal with it?**

A: You certainly can, but you may want to use the Ethics Helpline as well. The Ethics Helpline ensures that your report gets to the right people. More importantly, reports can be filed anonymously, and all report information is secure and held in confidence.

Q: **What is a "Reporter?"**

A: A Reporter is someone who offers information or raises a concern in good faith about suspected misconduct, mismanagement, waste of resources and/or abuse of authority within the company. In certain countries, they are referred to as whistleblowers. Reporters can be current and former employees, associates, job applicants, shareholders, contractors, service providers, suppliers, clients, and other third parties. In certain countries, reporters can be protected under applicable laws.



"Good faith" does not mean that you are correct. It just means that you honestly believe it to be true.

Q: **How does Littelfuse protect a Reporter?**

A: The company recognizes its obligation to protect Reporters from being subjected to retaliation or the fear of such consequences because of raising concerns in good faith. There are three ways in which the company affords protection:

- (1) you may choose to remain anonymous when reporting suspected misconduct or raising concerns;
- (2) you may request to have your identity kept confidential, as permitted by law, during the investigative process; and
- (3) as a deterrent, the company prohibits retaliation against anyone who makes a report in good faith.

Anyone who seeks advice or raises a concern in good faith is doing the right thing. Retaliation against anyone who raises a concern in good faith will not be tolerated. "Good faith" does not mean that you are correct. It just means that you honestly believe it to be true.

Q: How does the Ethics Helpline work?

A: If you make a report online, the site will prompt you to supply the information that is needed to evaluate your concern. You will be given the choice to remain anonymous or to supply your name and contact details. Once you have completed your report, you will be provided with a Report Key, and you will be asked to create a password. You should return to the site later for an update because we may need to ask questions to assess the report further. You will need to enter both your Report Key and your password.

If you make a report by telephone, your call will be answered by a qualified call center specialist. This person works for a third-party vendor and has no connection to the company. Depending on the language in which you wish to conduct the conversation, the call center specialist will either continue with the call, transfer it to a colleague who is able to speak your language, or ask an interpreter to join the conversation.

Once a report is made to the Ethics Helpline, details of the report are sent to compliance professionals for review. Once the System level review is complete, the report is then routed follow up.

24/7

You can give a report anytime, anywhere. The Ethics Helpline is available 24 hours a day, seven days a week, for both online and telephone reporting.

Q: Can I still file a report if I don't have access to the Internet?

A: If you don't have access or are uncomfortable using a computer, you can call the Ethics Helpline at (800) 803-4135 within the United States and Canada. Additional telephone numbers for other locations are available at littelfuse.ethicspoint.com.

Q: Is the telephone toll-free Ethics Helpline confidential and anonymous too?

A: We all have the right to work in a positive environment. With that right comes the responsibility of acting in an ethical manner and speaking up if someone is not acting appropriately. By working together, we can support a healthy and productive environment. Employee misconduct can threaten the business success of our company.

Q: Is it possible that my Ethics Helpline call can be traced back to me by using "Caller ID?"

A: No. Caller ID is disabled for all incoming calls.

Q: What if I want to be identified with my report?

A: There is a section in the report for naming yourself if you wish.

Q: Are reports confidential?

A: Information about a report or an investigation is confidential and disclosed only on a need-to-know basis or as necessary to comply with applicable laws or regulations. The people who have a need to know may vary depending on the situation, but can include members of the Board of Directors, executive management, and individuals tasked with investigating the matter.

Q: What information should I be prepared to give?

A:

- Your report should tell us
 - (1) what happened,
 - (2) when it happened,
 - (3) where it happened,
 - (4) who was involved,
 - (5) what was done and/or said,
 - (6) whether there were any witnesses other than you,
 - (7) where these other parties can be contacted, and
 - (8) what documents may support your report.

To protect the reputation and privacy rights of all parties, and to promote due process and the fairness of investigations, it is important that the information you supply be as correct as possible and given in good faith.

“Good faith” does not mean that you are correct. It just means that you honestly believe it to be true.

Can reports be given anonymously? Do I need to name myself?

We encourage you to name yourself although it is not needed. Littelfuse will accept anonymous reports, consistent with applicable law. No attempt is made to figure out the number or IP address from which you are calling or logging in.

We understand the value of complaints made by individuals who wish to remain anonymous. We also understand the value of being able to contact those who make reports to ask for other information or clarification of the issues.

If you decide to remain anonymous, you can still communicate with us through the Ethics Helpline, and we encourage you to do so. We would like to remain in contact with you because it greatly facilitates the investigation if there is ongoing communication. If you decide not to share your name, you can still communicate with us by logging into the tool with your Report Key and your Password.

Q: I have decided to file an anonymous report. Once I have filed my report, is that it? Am I done?

A: If you stay anonymous, then please be sure to include all the information possible to help us understand the nature of your report so that we can accurately assess it.

We also need you to check back in to see if we need more information or have further questions. We take your report seriously and need your help to get it right. We often need more information from people who make reports to allow us to resolve each report appropriately.

Q: Can I file a report from home and remain anonymous?

A: A report from home, or any Internet portal will remain secure and anonymous. An Internet portal never shows a visitor by screen name and the Ethics Helpline system strips away Internet addresses so that anonymity is totally kept. Plus, the vendor that runs the Ethics Helpline is bound not to pursue a Reporter's identity.

Q: Do I have to take part in any investigation?

A: Yes. Unless an applicable law or policy states otherwise, you will be requested to cooperate in an investigation. Subject to local law, you must cooperate in an investigation. This means that you must make yourself available to help with investigations, be truthful and forthcoming with investigators, and supply complete, correct, and truthful information.

Additionally, you must exercise confidentiality about the subject matter of the investigation.

Q • Will I get into trouble if I report an ethical concern in good faith, or if I suspect someone of violating a Littelfuse policy or regulation?

A • No. Littelfuse strictly prohibits retaliation, in any form, against anyone who makes a report in good faith, even if the concern is later determined to be unfounded. Any suspected retaliation should be reported to the Ethics Helpline. However, anyone who knowingly makes a false report might be subject to disciplinary action.

Q • As a colleague, what are the consequences for violating the Code of Conduct?

A • Colleagues who violate the Code of Conduct, company policies or applicable laws and regulations may be subject to disciplinary action, up to and including termination (subject to local labor laws and regulations). Those who violate the Code of Conduct may simultaneously violate applicable laws, regulations, or policies. This may subject them to prosecution, imprisonment, and fines, and they may have to reimburse the company and others for losses.

Q • Does an investigation ever lead to the prosecution of someone?

A • If necessary, the company will contact law enforcement authorities. The company supports, as a matter of principle, the criminal prosecution of those involved in criminal conduct, regardless of whether any restitution is paid.

How will I know if a violation has been corrected?

All reports are reviewed thoroughly and confidentially to decide the best resolution strategy. Depending on the complexity of the matter, it may take time to investigate. For confidentiality reasons, you may not be told the specifics of how a particular matter is being / has been resolved. However, if you are an employee and the problem was in your immediate work area, you may see a change in procedures or possibly a change in personnel.



Investigations of Reports

When a report is received, a preliminary assessment is made to decide whether an investigation is called for. An investigation is needed if there is a reasonable basis to believe that misconduct may have occurred. If an investigation is not called for, the report may be referred to another department for handling.

The scope of an investigation and the steps taken are tailored to the nature of the report and the needs of the situation. Investigations are conducted objectively, professionally, efficiently, and completed promptly. Investigations will be conducted according to our Protocol for Conducting Investigations.

Information about an investigation or a report is confidential and shown only on a need-to-know basis or as necessary to follow applicable laws or regulations.

The company keeps proper records to document the report, the nature of the allegation, the investigation, the findings, and any corrective actions recommended. These documents are confidential and kept according to our document-retention guidelines.

Corrective action may be taken once the investigation is complete, if proper. While any action taken because of an investigation will necessarily vary depending on the situation, Littelfuse's management should strive for consistency by using sound practices and disciplinary protocols.

Certain locations apply specific rules and restrictions about how a report may be made, if the report affects someone in that location, or how the investigation may be conducted. Littelfuse follows those rules and restrictions where applicable.

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