

inTEST Corporation

INTEST CORPORATION HUMAN RIGHTS POLICY

Adopted: March 20, 2023

inTEST is globally committed to conducting our business in an ethical and responsible manner that respects human rights. We work to identify and do business with partners who aspire to conduct their business in a similar manner. This policy applies to every employee and agent of inTEST.

This policy operates in conjunction with inTEST's current company policies such as our Code of Conduct, Code of Ethics, and Conflict Minerals Policy Statement.

1. Diversity, Inclusion, and Non-discrimination

We welcome and value diversity, to ensure that our work benefits from a broad range of viewpoints and perspectives. We strive to maintain workplaces that are free from discrimination or harassment based on race, color, religion, gender, gender identity, gender expression, national origin or ancestry, age, disability, veteran status, military service, sexual orientation, genetic information, and any other protected category recognized under applicable laws. inTEST is committed to respecting and protecting all human rights.

2. Employees

We adhere to our core values and Codes of Conduct and Ethics with a commitment to treating our employees and all our partners with professionalism, dignity, and respect. We pride ourselves on fostering an innovative work environment that promotes collaborative work relationships. This includes respecting principles of freedom of association and the right to engage in collective bargaining in accordance with applicable laws.

3. Compensation Philosophy

inTEST complies with applicable wage, work hours, overtime and benefit laws. We are committed to providing market competitive compensation programs to attract, retain and motivate a high performing workforce critical to the long-term success of the Company. As part of our compensation philosophy, we focus inTEST's workforce on our financial and other business goals to drive and motivate employee performance in key areas through the administration of our management incentive plan, equity incentive plan, global profit-sharing and other local bonus plans, as may be applicable to a given position.

4. Privacy

inTEST recognizes the importance of all local data protection regulations worldwide including, but not limited to European Union's General Data Protection Regulation ("GDPR"). inTEST strives to take all reasonable precautions to protect personal data from loss, misuse, and unauthorized access, disclosure, alteration, and destruction, subject to applicable laws.

5. Safe and Healthy Workplace

inTEST works to protect the health and safety of employees and our customers and intends to conduct all business activities in an environmentally and socially responsible manner. We encourage and strive to have every employee actively champion those behaviors and the attitudes necessary to prevent work-related injuries, illnesses, property damage, and adverse impact to the environment. To provide a safe and secure workplace, inTEST facilities globally operate with controlled access through electronic badging and/or security personnel verifying identity prior to granting access to inTEST operations.

6. Environmental Focus

Environmental responsibility is important to our future, and we are committed to enabling a better, safer, and more sustainable world. Recognizing the importance of environmental conservation across the globe, inTEST strives to embrace energy-efficient and environmentally sound behaviors and values as part of our overall business decision making process.

7. Suppliers and Contractors

Recognizing that each entity in our network of suppliers and contractors should seek to undertake its own efforts to address human rights issues, we support their own efforts on this subject. We evaluate and select suppliers and contractors based on our core values contained in this policy and other applicable policies.

8. Forced Labor, Human Trafficking and Child Labor

At inTEST, we work to ensure we eliminate forced labor, slavery, child labor, and human trafficking in our workplace and expect our suppliers to do the same. We comply with all applicable labor laws including, but not limited to, those regarding working conditions, wages, working hours, overtime hours, hiring, and benefits.

9. Anti-Corruption

We abide by all anti-corruption laws everywhere we do business and expect our suppliers to do the same. This includes the U.S. Foreign Corrupt Practices Act (FCPA), which applies to our businesses globally and other similar applicable laws in countries where we do business. Officers, directors, employees, business partners or any other third party acting on our behalf are prohibited from paying or receiving bribes or other prohibited payments to government officials and private individuals who interact with inTEST. We provide annual FCPA training to our sales teams along with ethics training across the organization on topics including anti-corruption/bribery. We protect our employees against retaliation for refusing to do anything against the highest standards of integrity.

10. Managing These Commitments

As part of our commitment to respect human rights, we have undertaken to establish internal and external mechanisms to help identify, address, and mitigate potential adverse human rights impacts

that may be caused by our actions. These mechanisms already exist and are integrated into our operations through established policies including:

- Code of Conduct
- Code of Ethics
- Conflict Minerals Policy Statement
- Environmental Policy
- Health and Safety Policy

Our Human Resources teams are responsible for coordinating and monitoring our commitments to this policy across inTEST global organizations.

11. Stakeholder Engagement

Consistent with our commitment to dialogue and engagement, we consult with relevant internal and external stakeholders to understand human rights-related concerns and issues, and to assess and escalate them as appropriate.