

inTEST Corporation

CODE OF CONDUCT

June 22, 2022

A MESSAGE FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

At inTEST, our vision is to be the supplier of choice for innovative test and process technology solutions in our target markets. As a leader in the industry, we are strengthening customer satisfaction, loyalty and retention; supplying unique and differentiated customer solutions; enhancing customer penetration in current markets; continuing to diversify our served industries; and expanding our global markets.

We make our vision a reality by empowering our employees to deliver success and thrive in an inclusive, results-oriented culture. Core to this commitment is maintaining the highest ethical standards in our relationships with our employees, stockholders, customers, and suppliers and to exceeding expectations at every opportunity. This requires everyone at inTEST – our employees, officers, and the Board of Directors – to take personal responsibility for their actions and do the right thing.

This Code of Conduct provides the framework for conducting our business ethically and compassionately. It is designed to ensure everyone at inTEST acts with integrity and respect in all our dealings and seeks to help you make the right choices. We succeed not just by delivering the best solutions to our customers, but also by how we conduct ourselves.

If you have a question about what to do in a situation or have a concern about possible violations of this Code of Conduct, please let us know. Talk to your manager or Human Resources. You may also share your concerns through our Integrity Counts Ethics hotline and remain anonymous if you prefer. Don't hesitate to ask questions, seek clarification, or report possible violations. We absolutely prohibit retaliation for speaking up and for participating in any workplace investigation.

Thank you for taking responsibility and committing to inTEST's success.

A handwritten signature in black ink, appearing to read "Richard N. Grant, Jr.", written in a cursive style.

Richard N. ("Nick") Grant, Jr.
President and Chief Executive Officer

TABLE OF CONTENTS

WHAT WE STAND FOR 2

OUR SHARED RESPONSIBILITY 2

MAKING GOOD DECISIONS 2

ASKING QUESTIONS AND REPORTING CONCERNS 2

 Non-Retaliation 3

 Investigations and Discipline 3

RESPECT 3

 Valuing Non-Discrimination and Diversity 3

 Prohibiting Harassment 4

 Maintaining Workplace Health and Safety 4

 Prohibiting Bullying and Violence 4

 Promoting a Drug-Free Workplace 4

 Ensuring Employee Rights 5

 Protecting Human Rights 5

 Respecting Our Environment 5

TRANSPARENCY 5

 Recognizing Conflicts of Interest 5

 Outside Employment or Work 5

 Family and Other Close Personal Relationships 5

 Loans 6

 Financial Interests 6

 Participation in Public Affairs 6

 Corporate Opportunities 6

 Gifts and Entertainment 6

Anti-Corruption, Bribery and Kickbacks.....	6
Relationships With Government Officials.....	7
Financial Records and Accounting	7
Document Management and Retention.....	8
Insider Trading	8
Handling Imports and Exports	8
Money Laundering	8
TRUST	8
Using Technology and Other Company Assets	8
Data Protection	9
Intellectual Property	9
Data Privacy	9
Fair Competition and Fair Dealing	9
COMMUNICATION	10
Internal and External Communications	10
Investors and the Media	10
Internet and Social Media.....	10
CLOSING REMARKS AND WAIVERS	11

WHAT WE STAND FOR

This Code of Conduct (this “Code”) communicates the behaviors and standards that guide our day-to-day operations worldwide and form the core of our business values. It is designed to help you think before you act and make the right choices.

All our employees, our officers, and members of the Company’s Board of Directors (the “Board”) are expected to understand and comply with this Code.

OUR SHARED RESPONSIBILITY

We expect everyone working with or on behalf of inTEST Corporation and its subsidiaries (collectively, “inTEST” or the “Company”) to:

- Conduct themselves with integrity and treat all others with respect and dignity.
- Act in the best interests of inTEST, our customers, business partners, stockholders, and other stakeholders.
- Maintain a safe workplace, free from discrimination, harassment, retaliation, bullying and violence.
- Know and comply with the letter and spirit of all laws and regulations impacting the Company, including Securities and Exchange Commission rules and regulations, as applicable to your job function.
- Safeguard all confidential and personal information and Company assets from unauthorized use, disclosure, theft, or loss.
- Respect laws, rules and guidelines for gifts and entertainment.
- Refrain from insider trading.
- Report suspected unethical and unlawful behavior in accordance with this Code.

MAKING GOOD DECISIONS

Compliance with this Code requires good decision-making. If you are not sure about the right thing to do, ask yourself:

- Is it legal?
- Is it in accord with this Code and inTEST policies?
- Is it the right thing to do?
- Would you feel comfortable justifying this action to inTEST management?
- Would you feel comfortable if your action was made public?

ASKING QUESTIONS AND REPORTING CONCERNS

If you are not sure how to handle a situation, or if you believe there is a violation of this Code, get in touch with us. No issue is too small. We want to hear from you. We want to do the right thing.

Reporting concerns are crucial for early detection, proper investigation and remediation, and deterrence of violations of policies or laws. Open communication of issues without fear of retribution or retaliation is also vital to the continued success of our business. Unless appropriate members of management learn of a problem, we cannot deal with the problem.

To raise questions or report concerns, contact one of these resources:

- Your manager, or another manager you trust.

- The Corporate Vice President of Human Resources, Meghan Moseley at m.moseley@intest.com or at 856.220.8495.
- The Integrity Counts Ethics hotline can be reached via <https://integritycounts.ca/org/intest> and this is where you can find your local toll-free hotline number as well.

If the concern involves a director or officer of the Company, it should be reported to the Chair of the Company's Audit Committee by contacting Gerald J. ("Jerry") Maginnis at j.maginnis@intest.com. If the concern involves the Chair of the Company's Audit Committee, it should be reported to the Chair of the Company's Board, Joseph ("Joe") Dews at j.dews@intest.com.

If you choose to contact the Integrity Counts Ethics hotline, you may report anonymously if you wish to do so, in accordance with applicable laws. Be aware, however, that anonymous reports may be more difficult to investigate. We encourage you to provide as much information as possible so that we may fully investigate your report.

If you fail to report a violation or suspected violation of this Code or refuse to cooperate with the investigation of a suspected violation, you may be subject to discipline for breach of this Code.

See the Company's Whistleblower Policy and Foreign Corrupt Practices Act ("FCPA") Policy for additional information.

Non-Retaliation

We are committed to non-retaliation against anyone who has made a good faith report of a violation of this Code, another Company policy, or the law, or who has participated in a workplace investigation. Acting in good faith means reporting what you believe to be true and not making a false accusation or lying. Examples of retaliation may include, among other things, termination, demotion, harassment, threats, reduction in compensation, or job re-assignment.

Investigations and Discipline

inTEST takes all good faith reports made pursuant to this Code seriously. We will investigate the report in a respectful matter and as confidentially as reasonably possible.

Violation of this Code, other Company policies and/or the law will result in discipline, up to and including termination of employment.

RESPECT

Valuing Non-Discrimination and Diversity

We are an Equal Opportunity Employer and make employment decisions based on merit. It is our goal to hire and retain the most qualified personnel for all positions without regard to race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity or expression, national origin, ancestry, age, disability, genetic information, sexual and other reproductive health decisions, marital status, domestic partnership or civil union status, domestic violence victim status, military or veteran status or any other basis protected by law. We believe that everyone is entitled to equal employment and advancement opportunities and that diversity of culture, thought and background enriches Company culture. All unlawful discrimination, harassment and retaliation is prohibited and will result in discipline, up to and including termination of employment or service with the Company.

See the Company's EEO/Accommodations Policy for additional information.

Prohibiting Harassment

We do not and will not tolerate unlawful harassment of employees or third parties by managers, supervisors, co-workers, or non-employees with whom the Company has a business, service, or professional relationship, such as vendors, customers, or independent contractors.

Harassment includes verbal, physical, written and/or visual conduct that creates an intimidating, offensive, or hostile working environment. Such conduct constitutes harassment when (1) submission to the conduct is made either an explicit or implicit condition of employment; (2) submission to or rejection of the conduct is used as the basis for an employment decision; or (3) the harassment interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment.

The Company respects the dignity and well-being of all its employees, officers and directors and non-employees on our premises. To that end, the Company prohibits conduct which is inappropriate in a workplace environment, and which may be offensive to others even if such conduct does not rise to the level of unlawful activity. Therefore, all individuals are urged to exercise common sense to avoid behavior which may be perceived by others as offensive.

See the Company's Anti-Harassment Policy for additional information.

Maintaining Workplace Health and Safety

inTEST is committed to maintaining a safe workplace and promoting security and safety awareness and reporting. If you witness any unsafe conditions, report them to your manager or Human Resources as soon as possible. Also report all workplace injuries, accidents or illness to your manager or Human Resources as soon as possible, regardless of the severity.

See the Company's Health/Safety Policy for additional information.

Prohibiting Bullying and Violence

We do not tolerate any conduct that threatens, intimidates, or coerces another employee, officer, director, customer, or member of the public. This includes threats of violence and actual violence. Report bullying, a threat and/or actual violence to your manager or Human Resources and be as specific and detailed as possible. If anyone has a dangerous weapon or substance, you should call 911 immediately and then notify management.

See the Company's Workplace Violence Policy for additional information.

Promoting a Drug-Free Workplace

We have zero tolerance for the use, manufacture, possession, or distribution of illegal drugs in the workplace. We also prohibit the inappropriate or excessive use of alcohol in the workplace.

See the Company's Substance Abuse Policy for additional information.

Ensuring Employee Rights

While you are expected to comply with this Code, you have the right to discuss matters of public concern and to engage in certain activities related to the terms and conditions of your employment or service with the Company (including discussions about working conditions and safety issues). Nothing in this Code or in any Company policy is intended to limit or interfere with your rights under the law.

Protecting Human Rights

We respect the human rights and dignity of all people worldwide. Accordingly, we comply with, and require our suppliers to comply with, all laws regarding safe and fair working conditions, including the right of freedom of association and the right to engage in collective bargaining, and laws prohibiting forced labor, human trafficking, and employment of underage children.

Respecting Our Environment

We are dedicated to protecting and preserving natural resources. We strive to employ sustainable and environmentally friendly business practices where we do business.

TRANSPARENCY

Recognizing Conflicts of Interest

A “conflict of interest” occurs when an individual’s private interest interferes in any way or even appears to interfere with the interests of the Company as a whole. A conflict situation may arise when an employee, officer or director takes actions or has interests that may make it difficult to perform such person’s work objectively and effectively. Conflicts of interest also arise when an employee, officer or director, or a member of the employee’s, officer’s, or director’s family, receives improper personal benefits as a result of such person’s position at the Company. Business decisions and actions must be based on the best interests of inTEST, its customers, its stockholders, and its other stakeholders.

You may not have any outside interests that conflict or appear to conflict with the best interests of the Company, its customers, its stockholders, and its other stakeholders. Employees, officers, and directors are expected to act solely for the benefit of the Company, its customers, its stockholders, and its other stakeholders and not be influenced by personal interest that may result from other individual or business concerns. Conflicts of interest are to be scrupulously avoided and, if unavoidable, must be disclosed to your local Human Resources Business Partner at the earliest possible opportunity. If you have any uncertainty as to whether your actions or relationships present a conflict of interest, contact the Corporate Vice President of Human Resources, Meghan Moseley at m.moseley@intest.com or at 856.220.8495 for guidance.

Outside Employment or Work

Outside employment or work may constitute a conflict of interest if the work is similar to your job for the Company and/or you are working with a supplier, customer, competitor, or potential customer of the Company. Questions about outside employment or work should be directed to your local Human Resources Business Partner.

Family and Other Close Personal Relationships

Contracting with a family member or someone else with whom you have a close personal relationship may be an actual or potential conflict of interest. Similarly, supervising a family member or someone else with

whom you have a close personal relationship and whom the Company employs may be an actual or potential conflict of interest. Always disclose these relationships to your Human Resources Business Partner and if you have any questions about whether the situation violates this Code, contact the Corporate Vice President of Human Resources, Meghan Moseley at m.moseley@intest.com or at 856.220.8495.

Loans

Loans or guarantees by the Company to employees or their family members are of special concern and could constitute improper personal benefits to the recipients of such loans or guarantees, depending on the facts and circumstances. Loans or guarantees by the Company to any director or executive officer are expressly prohibited.

Financial Interests

You, your immediate family and members of your household must be mindful that holding a significant financial interest in one of the Company's competitors, customers, suppliers or potential business partners could present a conflict of interest or the appearance of one. Financial interests that pose a potential conflict of interest require approval from the CFO, Duncan Gilmour at d.gilmour@intest.com.

Participation in Public Affairs

You are welcome to participate in public affairs on your own time and using your personal resources. You may not, however, use inTEST funds or other resources to support any political party or candidate for political office. Any exception to this policy must be approved in advance by the Corporate Vice President of Human Resources, Meghan Moseley, who may be contacted at m.moseley@intest.com or at 856.220.8495.

Corporate Opportunities

A corporate opportunity may arise when you are engaging in business for the Company or using inTEST property or information. In such instances, you always must act in the best interests of the Company and advise the Company of the opportunity. You may not take personal advantage of any corporate opportunity unless you are specifically authorized to do so by an inTEST officer after full disclosure of the opportunity.

Gifts and Entertainment

We are proud to earn our business by offering quality products and solutions. Offering or accepting gifts or entertainment can influence partners' business decisions or even be viewed as bribes. Accordingly, we do not offer or accept gifts or entertainment to anyone (political parties, individual political candidates, and public or private sector officials, employees, contractors, or representatives) that may undermine our credibility and suggest that business decisions are anything other than merit based.

Anti-Corruption, Bribery and Kickbacks

We engage in honest, transparent business dealings. We do not tolerate bribery, kickbacks or other corrupt practices and such conduct generally is illegal. Even if not illegal, it violates this Code.

See the Company's FCPA Policy for additional information.

Relationships With Government Officials

You must observe the highest ethical standards when conducting business with government officials. Employees are not permitted to contact government officials on behalf of the Company unless it is their job to do so.

You must be especially careful about gifts, meals, and entertainment if you interact with a government official as part of your job at inTEST. Government officials include national, state, province, territory, and local government employees and include employees of any level at a state-owned entity. Political candidates and members of royal families also are considered government officials for purposes of this policy.

You cannot promise, offer, or provide any financial benefit to government officials to obtain an improper business advantage. There are strict laws and regulations governing what inTEST can give government officials. Contact your manager for approval before directly or indirectly offering or providing any gifts, meals, or entertainment to government officials. If you are not sure if someone is a “government official,” contact your Human Resources Business Partner.

inTEST has contracts with governments in the U.S. and abroad. Special rules and restrictions may apply to such contracts. If you are performing work on or in connection with a government contract, be aware of applicable rules and restrictions. If you are unsure if something is permitted, ask your manager.

Financial Records and Accounting

inTEST is a public company. The U.S. federal securities laws and rules of the applicable stock exchanges require disclosure of certain financial and non-financial information.

We must accurately maintain the books and records that reflect our business and financial situation. All of us have a responsibility to record transactions truthfully and comply with the law and our system of internal controls. This includes, but is not limited to, tracking hours worked, expenses incurred, orders placed, and contracts executed. Improper or fraudulent documentation is illegal.

Further, the Company’s public financial disclosures must be full, fair, accurate, timely, complete, and understandable. Failure to maintain accurate records could result in the Company facing serious consequences.

If you believe that any of the company’s public reports are inaccurate or fail to reflect what is happening at the Company, contact the CFO, Duncan Gilmour at d.gilmour@intest.com or report your concerns to the Integrity Counts Ethics hotline.

See the Company’s FCPA Policy for additional information.

Document Management and Retention

We all must manage our documents properly. Follow our document retention policies and securely dispose of documents that are no longer needed.

If you have been notified that any of your documents are subject to a litigation hold, retain those documents and follow the litigation hold instructions. Similarly, retain all information that may be relevant to an investigation.

Insider Trading

Everyone investing in securities should operate by the same set of rules. Because of your employment or association with inTEST, you may have knowledge of non-public information that might influence a reasonable investor to buy or sell securities (such as stocks or bonds).

Trading securities or tipping off others to trade securities while in the possession of material inside information is illegal and violates this Code. "Inside information" is information that is not publicly available. Examples include a merger or acquisition, earnings information, a change in senior management or control of the Company or pending regulatory action. Inside information is "material" if a reasonable investor would consider the information important in deciding whether to buy, sell or hold the Company's securities.

If you are not sure if information is inside information and/or material, don't act on it or share it. Reach out to the CFO, Duncan Gilmour at d.gilmour@intest.com before proceeding.

See the Company's Insider Trading Policy for more information.

Handling Imports and Exports

If you are involved in international transactions, it is important for you to understand and comply with all import and export laws, such as those related to customs, taxes, licensing and permits.

Money Laundering

We are committed to engaging in legal, ethical, and transparent business practices, which includes complying with all anti-money laundering laws. Money laundering is illegal and occurs when funds from illegitimate sources (such as drug trafficking) are funneled into legitimate business and/or financial institutions to hide or otherwise obscure their source.

TRUST

Using Technology and Other Company Assets

inTEST provides its employees with a broad range of technology and other assets so that they can perform their jobs. All these assets are Company property and must be used appropriately.

inTEST's assets (technology, data, equipment, intellectual property rights and information) are intended to be used for business purposes. You are prohibited from using any such assets to violate Company policies or the law, or to create, store, or send content that others might find offensive. Limited personal use of certain assets is permitted in accordance with inTEST's policies and the law.

All Company assets must be used responsibly to avoid improper disclosure, damage, theft, or loss.

As all Company assets belong to inTEST, employees should not have any expectation of privacy in their use. inTEST reserves the right to search and monitor anything created, stored, sent, or received on Company systems and/or using Company technology, to the extent permitted by law.

Data Protection

We all are responsible for safeguarding confidential and sensitive data such as, but not limited to, inTEST's business plans, forecasts and strategies, research designs and concepts, sales and marketing plans, customer solutions, pricing, financial records, and non-public customer, supplier, and other third-party data.

As an inTEST employee, you must not attempt to obtain a third party's non-public information by deception. If you receive such information by mistake, you must immediately reach out to John Cangiano at jcangiano@intest.com, who will handle the return or destruction, as appropriate, of the information.

Intellectual Property

Intellectual property includes all patents, trademarks, copyrights, trade secrets, design rights, logos, and brands. inTEST owns the rights to all intellectual property created with Company materials or on Company time.

Data Privacy

When our employees, officers and directors join us and when customers do business with us, they trust us to keep their sensitive personal information secure and confidential. We take this trust seriously and protect sensitive personal information from theft, loss, and unauthorized use or disclosure.

We all must comply with privacy laws and customers' directions to keep their data confidential. For instance, sensitive employee data such as social security numbers, personal home and email addresses, phone numbers, medical information, biometric data (if any) and banking information must be kept confidential and are subject to access only on a need-to-know basis. Likewise, customer data such as contracts and account information must be protected from improper disclosure and are accessible only to those with a proper business purpose.

Our data privacy policy described herein should not be construed to prevent or discourage inTEST employees from disclosing or sharing information related to their terms and conditions of employment for the purpose of exercising their rights under the law. Nevertheless, employees entrusted with sensitive employee information about others as part of their job duties may not disclose such information except as may be required for legitimate business purposes.

Fair Competition and Fair Dealing

We believe in a free enterprise system that provides a level field for businesses to fairly compete and engage with each other. We seek to outperform our competition fairly and honestly. We seek competitive advantages through superior performance of the members of our team, not through unethical or illegal business practices.

This means:

- We do not engage in any price fixing (competitors agreeing to charge a set price for certain products or services).
- We do not make any agreements to divide or allocate markets (where competitors agree to act in a certain way to limit buyer's choices).
- We do not participate in any unfair bidding whereby an agreed-upon bidder wins.
- We do not engage with our competitors to boycott any customers or suppliers.
- We are committed to being truthful and transparent with all our customers, suppliers, and other business partners.
- We do not misrepresent the quality, features, or availability of our products and services, and do not promise what we cannot deliver.
- We gather business intelligence lawfully and ethically.
- We do not show any preference for suppliers based on anything other than legitimate business interests.

COMMUNICATION

Internal and External Communications

We expect you to be respectful in all your communications, whether via telephone, email, messaging services, video conference meetings, or any other type of communication. We also expect you to ensure that sensitive and/or confidential information is sent and received in a secure manner, and that no unauthorized disclosures of confidential information occur.

You are not authorized to speak with or write to the media, stockholders, or other members of the public on behalf of the Company or identify or express yourself specifically as a spokesperson of the Company, unless it is part of your job responsibilities, or you have otherwise been designated to do so in writing by a Company officer.

Investors and the Media

All inquiries from investors or the investment community and all media inquiries must be directed to Deb Pawlowski at dpawlowski@deiadvisors.com or at 716.843.3908

Internet and Social Media

Use the internet and social media in compliance with this Code and other policies. Remember:

- Exercise good judgment. The internet is a public forum.
- Do not disclose the Company's confidential and/or proprietary information.
- Do not use social media to intimidate, discriminate, harass, or retaliate against fellow employees or business partners.
- If you choose to discuss or post about Company services in a manner that endorses, promotes, sells, advertises, or otherwise supports the Company and its services, you should: (i) identify yourself as an employee of the Company; and (ii) state explicitly, clearly and in a prominent place that any views or opinions are your own, and not necessarily those of the Company or anyone affiliated with the Company.
- If you are unsure whether a posting may violate this Code or another Company policy, you are encouraged to contact Human Resources.

CLOSING REMARKS AND WAIVERS

This Code provides a framework and benchmark for inTEST's policies and procedures and ensures we conduct our business ethically and responsibly. It is not intended to cover every possible business circumstance that arises, but is a living, breathing document that is reviewed regularly by management. We may modify this Code from time to time.

This Code does not constitute an express or implied employment contract or an assurance of continued employment with inTEST, nor does it alter the terms or conditions of your employment with the Company.

Waivers of this Code are extremely rare and are generally discouraged. Any waivers of this Code must be approved by the Board or the Board's designees and will be disclosed properly when required by law.

This version of this Code was adopted on June 22, 2022.