



POLICY FOR SOCIAL MEDIA

Mistras Group, Inc. and its subsidiaries (collectively, “Mistras” or the “Company”) understand that social media can be a fun and rewarding way to share life and opinions with family, friends and co-workers around the world. However, use of social media also presents certain risks and carries with it certain responsibilities. To assist employees in making responsible decisions about the use of social media, we have established these guidelines for appropriate use of social media. This policy applies to all employees who work for Mistras Group, Inc. or any of its subsidiaries.

Guidelines

In the rapidly expanding world of electronic communication, *social media* can mean many things. *Social media* includes all means of communicating or posting information or content of any sort on the Internet, including one’s own or someone else’s web log or blog, Twitter, journal or diary, personal web site, social networking or affinity web site, web bulletin board or a chat room, whether or not associated or affiliated with Mistras, as well as any other form of electronic communication. The same principles and guidelines found in Mistras policies and Code of Conduct apply to any activities online. Ultimately, an employee is solely responsible for what he or she posts online. Before creating online content, carefully consider the content and the potential adverse effects of information disclosure (such as Company trade secrets and confidential business information) or statements on others such as coworkers and customers (for example statements that could be perceived as threatening, harassment or misleading or a misrepresentation). In general, employees who use social media to communicate about Mistras and/or the Company’s products and services or who refer to Mistras in their social media communications should apply the same care of communication as if writing a formal letter on Company stationery.

Know and Follow the Policy Guidelines

You should carefully read this Policy as well as the Mistras’ Business Ethics, Confidentiality, and the Harassment-Free Workplace Policies (located in the US Employee Handbook), to ensure personal postings that refer to or pertain to Mistras, its products, services, employees, customers and suppliers are consistent with these policies. Inappropriate postings that may include discriminatory remarks, harassment, and threats of violence or similar inappropriate or unlawful conduct will not be tolerated and may result in disciplinary action up to and including termination.

Do Not Disclose Mistras Confidential Information or Trade Secrets

All employees must maintain the confidentiality of Mistras confidential information (including trade secrets). The US Employee Handbook sets out the type of information which constitutes confidential information that may not be disclosed to a third party, which means this information may not be disclosed on a social media in any manner. Disclosing trade secrets or confidential information may give our competitors an unfair advantage and harm Mistras' business. You must also guard against the inadvertent disclosure of confidential information. For example, posting on Facebook or LinkedIn (where you have identified your employer as Mistras) that you are looking forward to the weekend because the "big deal you have been working on is closing tomorrow" may inadvertently disclose very confidential and sensitive business information not publicly available. Furthermore, you may not disclose private information of others, including coworkers and customers. For example, if a coworker told you about her family, it does not imply permission to widely disseminate such personal information on social media. In short, pause and think what you are communicating on social media and do not disclose Company trade secrets or confidential business information or private information of others.

Only Authorized Employees May Post on Company Website, Facebook Page, and Blogs

Any person designated by the Chief Executive Officer, Executive Vice President, Marketing or the Marketing Communications Manager are the only employees authorized on behalf of Mistras to create a Mistras sponsored social media site or account or to upload or post something to the Mistras website, Mistras Facebook page, Mistras blogs, etc.

Mistras is the Owner of Company Social Media Accounts and Sites

Employees, who are authorized by Mistras management to participate in or host social media for business related reasons, should keep in mind that Mistras owns all tweets, Facebook or other accounts established for Mistras business. All activities of this nature must be coordinated with the Mistras Marketing and Communications department. Any person with access or control over such an account must surrender all control, passwords, user names, and other relevant access information to Mistras at management's request or upon ending employment.

Senior management may appoint Mistras employees to participate on social media for industry or similar work related groups such as ASNT, AEWG, Financial Executive sites, etc. Any such employees must follow this policy as well as all other Mistras policies when participating in such media.

Be Respectful

Always be fair and courteous in whatever you post, state, or otherwise communicate on social media. Avoid using statements, photographs, video, or audio that reasonably could be viewed as malicious, obscene, threatening, or intimidating, that disparage customers, employees or suppliers, or that might constitute harassment or bullying. Examples of such conduct might include offensive posts meant to intentionally harm someone's reputation or posts that could contribute to a hostile work environment on the basis of race, sex, religion, national origin, or any other status protected by law or Company policy.

If you have a work related concern, raise it directly with the person who might be causing the problem or concern or with your supervisor/manager, or use the various internal employee communication avenues that Mistras has established, such as the AlertLine, rather than posting complaints to a social media outlet. If you decide to post work-related complaints or criticism, follow the above guidelines about being respectful in your communications.

Be Honest and Accurate

Employees should always be honest and accurate when posting information or news, and if a mistake is made, it should be corrected quickly. Be open about any previous posts that have been altered. Remember that the Internet archives almost everything; therefore, even deleted postings can be searched. Never post any information or rumors that are known to be false (or for which you have no personal knowledge) about Mistras, fellow employees, customers, suppliers, and people working on behalf of Mistras or competitors.

Other Equally Important Guidelines

- You may not use Mistras logos or trademarks, or any variation thereof, on any social media or authorize anyone else to do so, except for Mistras business and strictly in accordance with Mistras policies.
- Respect financial disclosure laws. It is illegal to communicate or give a "tip" on inside information to others so that they may buy or sell stocks or securities. Such online conduct may also violate Mistras Confidentiality Policy.
- Do not create a link from a personal blog, website or other social networking site to a Mistras website without identifying yourself as a Mistras employee.
- You may express only personal opinions. You shall not represent yourself as a spokesperson for Mistras unless you have been so delegated by senior management specifically for this purpose. If Mistras is a subject of the content you are creating, you must be clear and open about the fact that you are an employee of Mistras and make it clear that these are your personal views and they do not represent those of Mistras, fellow employees, customers, suppliers, or others working on behalf of Mistras. If you publish a blog or post something online related to the work you do, you must make it clear and conspicuous that you are not speaking on behalf of Mistras. It is best to include a disclaimer such as, "The postings on this site are my own and do not necessarily reflect the views of Mistras."

Using Social Media at Work

Refrain from using social media while on work time or on Mistras-issued equipment, unless it is work-related as authorized by a supervisor/manager or consistent with the Computer, E-Mail, and Internet Usage Policy. Do not use Mistras email addresses to register on social networks, blogs or other online tools utilized for personal use.

Retaliation is Prohibited

Mistras prohibits taking negative action against any employee for reporting a possible deviation from this policy or for cooperating in an investigation. Any employee who retaliates against another employee for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action up to and including termination.

Media Contacts

Employees should not speak to the media on Mistras' behalf. All media inquiries should be directed to the Marketing Communication Department. Only the Marketing Communication Department and other employees designated by a Mistras Executive Officer are authorized to speak for Mistras publicly, including on social media.

Discipline for Breach of Policy Guidelines

Employees who breach these guidelines with respect to postings, disclosures, statements or other communications on social media regarding Mistras will be subject to disciplinary action up to and including termination.

Further Information or Inquiries

If you have questions or require further guidance, contact the Human Resources Department.

This is to acknowledge that I have received the Policy for Social Media and I acknowledge that it is my responsibility to read and familiarize myself with this policy.

Employee Signature

Print Name

Date