

HURCO COMPANIES, INC.

HUMAN RIGHTS POLICY

Hurco Companies, Inc. (“**Hurco**” or the “**Company**”) recognizes that all companies have a responsibility to respect human rights. Accordingly, this Human Rights Policy (the “**Policy**”) is Hurco’s public expression of the Company’s commitment to respect internationally recognized fundamental human rights standards and our belief that all human beings should be treated with dignity, fairness, and respect. It is informed by the United Nations Guiding Principles on Business and Human Rights and applies to Hurco, the entities we own, the entities in which we hold a majority interest, and any other facilities we manage. Through Hurco’s Supplier Code of Conduct, we communicate our expectation that our suppliers and vendors also adhere to this Policy.

Hurco prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. The Company believes the health, safety, and well-being of our employees is of paramount importance. All employees have the right to safe and fair working conditions, including fair wages and reasonable working hours. The Company works to ensure full compliance with applicable wage, work hours, overtime, and benefit laws at all its locations worldwide. It believes that compensation for employees should be at least an amount sufficient to cover basic living requirements, including access to food and water, which is a basic and fundamental human right.

Hurco is also committed to maintaining a workplace that is safe, secure, and free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats. We provide training regarding workplace safety and have experienced personnel on site at each of our manufacturing or assembly locations who are tasked with health and safety compliance and/or responses related to accidents, injuries, and other emergencies.

Hurco strives to promote diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment related to race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law. We provide training to all employees worldwide in key human rights areas, including anti-discrimination, anti-harassment, anti-retaliation, anti-corruption, anti-bribery, and our Code of Business Conduct and Ethics.

The Company internally publishes the availability of its anonymous ethics and whistleblower hotline for the confidential reporting of any suspected policy violations or unethical business conduct on the part of our businesses, employees, officers, directors, or vendors. One or more of our Executive Officers oversees the investigation of all reports to this hotline and regularly reports to the Audit Committee of the Company’s Board of Directors or the full Board on such matters.

This Policy was approved by the Company’s Board of Directors, which has direct oversight over the Policy.

The Company reserves the right to amend this Policy at any time. Nothing herein says or implies that a contract exists between the Company and its employees or that participation or compliance with this Policy is a guarantee of continued employment, contract, or other business relationship with the Company.