

## **HEICO CORPORATION COMPENSATION COMMITTEE CHARTER**

### **COMMITTEE'S PURPOSE**

The Compensation Committee (the "Committee") of HEICO Corporation (the "Company") is appointed by the Board of Directors ("Board") to discharge the Board's responsibilities relating to compensation of the Company's directors and officers. The Committee has overall responsibility for approving and evaluating the director and officer compensation plans, policies and programs of the Company. The Committee is also responsible for producing an annual report on executive compensation for inclusion in the Company's proxy statement.

### **COMMITTEE MEMBERSHIP**

The Committee shall consist of no fewer than two members. The members of the Committee shall meet the independence requirements adopted by the Board with reference to the requirements of the New York Stock Exchange (the "NYSE"), the Securities and Exchange Commission ("Commission") and other applicable laws and regulations, in each case as in effect from time to time, and shall also qualify as non-employee directors within the meaning of Rule 16- b-3 promulgated under the Securities Exchange Act of 1934, as amended (the "Exchange Act").

The members of the Committee, including a Committee Chairman, shall be directors of the Company and shall be nominated by the Nominating and Corporate Governance Committee and elected by the Board at the annual organizational meeting of the Board and shall serve until their successors shall be duly elected and qualified. Committee members may be removed by a majority vote of the full Board.

### **MEETINGS**

The Committee shall meet as often as necessary to carry out its responsibilities. Meetings can be called by any member of the Committee.

### **COMMITTEE AUTHORITY AND RESPONSIBILITIES**

1. *Advisors.* The Committee may, in its sole discretion, retain or obtain the advice of a compensation consultant, independent legal counsel or other advisor after considering all factors relevant to the advisor's independence, including the factors specified in applicable Securities and Exchange Commission rules and applicable NYSE listing standards. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, independent legal counsel or other advisor retained by the Committee.

The Committee shall receive appropriate funding from the Company, as determined by the Committee, for payment of reasonable compensation to a compensation consultant, independent legal counsel or other advisor retained by the Committee. The Committee shall not be required to implement or act consistently with the advice or recommendations of the compensation consultant, legal counsel or other advisor retained by the Committee, and the authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter.

2. *Chairman and/or the Chief Executive Officer.* The Committee shall set corporate goals and objectives relevant to the Chairman's and/or the Chief Executive Officer's compensation. In determining the long-term incentive component of the Chairman and/or the Chief Executive Officer's compensation, the Committee should consider the Company's performance and relative stockholder return, the value of similar incentive awards to chairmen and/or the chief executive officers at comparable companies, and the awards given to the Company's Chairman and/or the Chief Executive Officer in past years. The Committee shall annually review and evaluate the Chairman's and/or the Chief Executive Officer's performance in light of those goals and objectives. The Committee shall have the sole authority to approve, amend or

terminate for the Chairman and/or the Chief Executive Officer of the Company the following compensation levels based on this evaluation: (a) annual base salary level, (b) annual incentive opportunity level, (c) long-term incentive opportunity level, (d) employment agreements or severance arrangements, and (e) any special or supplemental benefits except as provided in Paragraph 5 of this Charter. In evaluating and determining the Chairman and/or the Chief Executive Officer's compensation, the Committee shall consider the results of the most recent shareholder advisory vote on executive compensation ("Say on Pay Vote") required by Section 14A of the Exchange Act.

3. *Other Executives.* The Committee shall annually review and have the sole authority to approve, amend or terminate for the executives of the Company, other than the Chairman and/or the Chief Executive Officer, (a) the annual base salary level, (b) the annual incentive opportunity level, (c) the long-term incentive opportunity level, (d) employment agreements or severance arrangements, and (e) any special or supplemental benefits except as provided in Paragraph 5 below. In evaluating and determining executive compensation, the Committee shall consider the results of the most recent Say on Pay Vote.
4. *Directors.* The Committee shall have the sole authority to review annually and to approve, amend or terminate for directors (a) the annual compensation, and (b) any additional compensation for service on committees of the Board, service as a committee chairman, service as presiding director of the executive sessions of the Board, meeting fees or any other benefit payable by virtue of the director's position as a member of the Board of Directors, except as provided in Paragraph 5 below.
5. *Ratification Required by the Board.* The following shall be presented as a recommendation to the full Board and approved by the full Board: (i) any action, including, but not limited to, the adoption or amendment of any non-qualified equity compensation plan, that is required by law or regulation to be submitted to the stockholders of the Company for approval, and (ii) any approval, amendment or termination of change in control agreements/provisions related to the directors or officers of the Company. In the event the recommendation of the Committee is not approved by the Board, the recommended action must be returned to the Committee for further consideration. Any future Committee recommendation regarding such item must, again, be presented to the Board for its approval. In reviewing and making recommendations regarding nonqualified equity compensation plans, including whether to adopt, amend or terminate any such plans, the Committee shall consider the results of the most recent Say on Pay Vote.

For the purpose of this Charter, a "non-qualified equity compensation plan" shall mean any plan that does not meet the requirements of Section 401 (a) or 423 of the Internal Revenue Code, as amended or the definition of an "excess benefit plan" within the meaning of Section 3(36) of the Employee Retirement Security Act.

6. *Compensation Discussion and Analysis.* The Committee shall review and discuss with management the Company's disclosures under "Compensation Discussion and Analysis" (the "CD&A") as required by the Commission pursuant to Item 402(b) of Regulation S-K under the Exchange Act, and based on such review and discussion, make a recommendation to the Board as to whether the CD&A should be included in the Company's annual report on Form 10-K and, as applicable, the Company's proxy statement. As part of this review, the Committee shall consider the results of the most recent Say on Pay Vote, and to the extent the Committee determines to do so, take such results into consideration in determining the frequency of conducting a shareholder advisory vote.
7. *Annual Report.* The Committee shall prepare an annual report to be furnished in the proxy statement stating whether the Committee has reviewed and discussed the CD&A to be included in the Company's annual report on Form 10-K and, as applicable, the Company's proxy statement.

8. *Competitive Compensation Position.* The Committee shall annually review market data, including data for appropriate peer companies, to assess the Company's competitive position for each component of executive compensation.
9. *Cash Effect.* The Committee shall monitor the cumulative cash effect on the Company caused by bonus and other cash-based incentive plans of the Company, especially in relation to the Company's net income for the applicable fiscal year(s).
10. *Clawback Policy.* The Committee shall review and make recommendations to the Board regarding policies and procedures with respect to the clawback or recoupment of compensation from the Company's current or former officers who have received compensation, including with respect to any policy adopted pursuant to Rule 10D-1 of the Exchange Act and the related listing rules and regulations.
11. *Stock Ownership Policy.* The Committee shall establish and monitor the stock ownership policy with regard to the officers and directors of the Company and monitor compliance with this policy.
12. *Risk Management.* The Committee shall annually review the Company's compensation policies and practices and assess whether such policies and practices are reasonably likely to have a material adverse effect on the Company.
13. *Executive Session.* The Committee shall determine which officers of the Company or other visitors to invite to the Committee's meetings. At the sole discretion of the Committee, the Committee may meet in executive session at any time.
14. *Report to the Board.* Following each action by the Committee, the Committee shall make a report to the full Board at the next regularly scheduled meeting of the full Board.
15. *Charter Review.* The Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. The Committee shall perform an annual performance self-evaluation and report findings to the Board.
16. *Delegation/Written Consent.* The Committee may form and delegate authority to subcommittees composed entirely of independent directors when it determines that such action is appropriate under the circumstances, and any such subcommittee shall have a committee charter. The Committee may take action in the absence of a meeting by unanimous written consent of all members.
17. *Additional Activities.* The Committee shall perform any other activities consistent with this Charter, the Company's By-laws and applicable law, as the Committee deems appropriate to carry out its assigned duties or as requested by the Board.

As Reviewed and Approved on September 11, 2025