

HEICO CORPORATION

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER

COMMITTEE'S PURPOSE

The Nominating and Corporate Governance Committee (the "Committee") of HEICO Corporation (the "Company") is appointed by the Board of Directors (the "Board") to assist the Board in identifying qualified individuals to become members of the Board, consistent with criteria approved by the Board, recommend to the Board qualified director nominees for election at the stockholders' annual meeting, determine membership on the Board's committees, periodically review and recommend to the Board updates to the Company's Corporate Governance Guidelines, assist the Board and the Company in interpreting and applying the Company's Corporate Governance Guidelines and Code of Business Conduct, oversee an annual self-evaluation of the Board and its members, and oversee an annual evaluation of management.

COMMITTEE MEMBERSHIP

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.

The Committee shall consist of no fewer than two directors. All members of the Committee shall meet the independence standards as specified in the Company's Corporate Governance Guidelines, which have been adopted by the Board with reference to the rules of the New York Stock Exchange and the Securities and Exchange Commission.

MEETINGS

The Committee shall meet as often as necessary to carry out its responsibilities. Any Committee member may request the Chairman of the Committee to call a meeting. The Chairman of the Committee shall report on any Committee meeting held at the next regularly scheduled Board meeting following a Committee meeting.

COMMITTEE GOALS AND RESPONSIBILITIES

1. The Committee shall recommend to the Board director nominees for election at the shareholders' annual meeting.
2. Prior to nominating an existing director for re-election to the Board, the Committee shall consider and review the existing director's Board and committee meeting attendance and performance, length of Board service, experience, skills and contributions that the existing director brings to the Board, and independence.
3. In the event that a director vacancy arises, the Committee shall seek and identify a qualified director nominee to be recommended to the Board for either appointment by the Board to serve the remainder of the term of the director position that is vacant or elected at the stockholders' annual meeting.

4. A director nominee shall meet the director qualifications specified in the Company's Corporate Governance Guidelines, including that the director nominee possesses personal and professional integrity, has good business judgment, relevant experience and skills and will be an effective director in conjunction with the full Board in collectively serving the long-term interests of the Company's stockholders.
5. The Committee shall consider director candidates recommended by the Company's shareholders pursuant to the procedures described in the Company's proxy statement and consistent with the criteria and qualifications specified in the Company's Corporate Governance Guidelines.
6. The Committee shall have the sole discretion and authority to retain and terminate any search firm to assist in identifying director candidates, retain outside counsel and/or any other internal or external advisors and approve all related fees and retention terms. The Committee shall have authority to determine the amount of funds it needs to operate and direct the CFO to make such funds available.
7. The Committee shall review the Board's committee structure and recommend to the Board for its approval directors to be appointed as members on each Board committee. Prior to recommending the re-appointment of a director to a Board committee, the Committee shall review the existing director's independence, if required, skills, Board committee meeting attendance, performance and contribution, and his or her fulfillment of committee responsibilities. If a vacancy on a Board committee occurs, the Committee shall recommend a director with relevant experience and skills, and who is independent, if required by the committee charter, to be appointed to fill the vacancy.
8. The Committee shall recommend to the Board for its approval the Corporate Governance Guidelines (Appendix A). The Committee will review annually the Corporate Governance Guidelines and recommend any proposed changes to the Board for approval.
9. The Committee shall develop and recommend to the Board for its approval an annual evaluation process for the full Board, the Board's Committees and management that will be conducted and overseen by the Committee. The Committee shall report to the full Board, following the end of each fiscal year, the results of the annual evaluation, including any comments from the evaluations. However, any comments from the evaluations regarding individual directors shall be reported to the Chairman, and CEO and if necessary, to the relevant committee chairman.
10. 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.
11. The Committee shall perform an annual performance self-evaluation and report annually to the Board on the CEO succession plan.
12. The Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.

As Reviewed and Approved on September 11, 2025