



HEICO CORPORATION

**CONSOLIDATED ANNUAL REPORT PURSUANT
TO CANADA'S FIGHTING AGAINST FORCED
LABOUR AND CHILD LABOUR IN SUPPLY
CHAINS ACT**

Dated May 27, 2026 for Fiscal Year 2025

HEICO Corporation
Fiscal Year 2025 Consolidated Report
Fighting Against Forced Labour and Child Labour in Supply Chains Act

I. INTRODUCTION

HEICO Corporation (NYSE: HEI, HEI.A) and its Canadian subsidiaries Connect Tech Inc. and 1260041 B.C. LTD (together with each of HEICO's other subsidiaries) (collectively, "HEICO," "we," "us," "our" or the "Company"), jointly submit this report pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act").

II. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

HEICO believes it is the world's largest manufacturer of Federal Aviation Administration ("FAA")-approved jet engine and aircraft component replacement parts, other than the original equipment manufacturers ("OEMs") and their subcontractors. HEICO also believes it is a leading manufacturer of various types of electronic equipment for the aviation, defense, space, medical, telecommunications and electronics industries. Our business is comprised of two operating segments: the Flight Support Group and the Electronic Technologies Group. More information on HEICO and its business operations can be found in [HEICO's Fiscal Year 2025 Annual Report on Form 10-K](#).

HEICO sources materials, parts, and services from a diverse network of vendors and suppliers operating at different stages of the production lifecycle. These include providers of raw materials (such as metals, forgings, and electronic inputs), intermediate components and subassemblies, as well as some suppliers of fully assembled and finished parts.

III. POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOR AND CHILD LABOR

At HEICO Corporation (including each of its subsidiaries) (collectively, "HEICO"), labor and human rights are a top priority, and those who work at or with HEICO are treated equally and with respect and dignity. Everywhere we operate around the world, we work to serve people and be a force for good. HEICO explicitly prohibits human trafficking, unlawful child labor, and involuntary labor, and is committed to combating forced labor in its supply chain, whether in the form of human trafficking, indentured labor, prison labor, or otherwise.

HEICO is committed to adherence with all applicable laws and requires and otherwise expects that each person or entity with whom HEICO does business also do the same. In each appropriate instance, HEICO expects and encourages that those with whom it does business agree to also abide by certain other guidelines and principles, including the UN Guiding Principles on Business and Human Rights.

HEICO has a robust human resources department that complies with employment laws in all countries in which we operate. Our human resources department reviews each new hire (each a "Team Member") to ensure, among other things, that they have appropriate work authorizations and are of a legal age to accept work. Furthermore, HEICO's work in the United States is subject to compliance with regulations set by the Department of Labor's Occupational Safety and Health Administration, which includes adherence to requirements on minimum employment ages and restricts the work that may be performed by certain workers under the age of 19. HEICO is also

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committed to the payment of competitive salaries and complies with applicable laws regarding minimum wage, overtime, and maximum-hour rules.

HEICO also has a Policy Against Human Trafficking which expressly prohibits the company, its subcontractors, vendors, customers, or others doing business with HEICO from engaging in any form of human trafficking or any other unethical activities in their recruitment, hiring, or employment practices, such as the use of forced labor or engaging in misleading or fraudulent practices in the recruitment of candidates.

HEICO routinely conducts supplier/vendor reviews, which include business and financial investigations. As stated in [HEICO's Code of Business Conduct](#), ethical conduct and integrity are fundamental to who we are as a company. HEICO expects ethical conduct of all who may be involved in the production of goods manufactured, assembled, distributed, sold, or used in HEICO's business operations. Many of HEICO's customers and vendors require that we certify or agree to abide by contractual provisions or the customer/vendor's own codes of conduct, which often include provisions related to complying with applicable law regarding child and forced labor.

Additionally, some HEICO subsidiaries are required to comply with aspects of the U.S. Federal Acquisition Regulation (FAR) or Defense Federal Acquisition Regulation Supplement (DFARS). FAR/DFAR provisions which many HEICO subsidiaries regularly certify compliance with include prohibitions on the use and/or purchase of products mined, produced, or manufactured with forced or child labor. HEICO subsidiaries are often required to make a good faith effort to ensure that no forced or child labor was used in their end products.

IV. PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOR OR CHILD LABOR AND STEPS TO ASSESS AND MANAGE THIS RISK

As described more fully in Section III, above, HEICO believes that there are no instances of forced or unlawful child labor within HEICO because of our policies, procedures, and diligence in hiring and retaining our Team Members. HEICO recognizes the potential risk of forced and child labor when conducting business globally, particularly in the procurement of certain minerals. However, HEICO believes that it has implemented appropriate policies to conduct business lawfully, ethically, and responsibly and processes to assess, identify, and remediate issues when and where it may be appropriate.

HEICO supports the humanitarian goals of U.S. laws governing the trade in "conflict minerals" (natural resources extracted in a conflict zone and sold to perpetuate the fighting). HEICO has adopted a [Responsible Mineral Sourcing Policy](#) which specifically aims to ensure that HEICO's sourcing of minerals is done "in an ethical and sustainable manner that safeguards the human rights of everyone in our global supply chain." HEICO commits to identifying and mitigating risks in our supply chain from the sourcing of conflict minerals, which is a globally recognized area of risk for forced and child labor in supply chains that utilize conflict minerals.

This policy makes clear that HEICO does not directly source conflict minerals from mines, smelters, or refiners, and is in most cases several or more levels removed from the Democratic

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Republic of the Congo (“DRC”) or any other conflict-affected and high-risk areas (“CAHRAs”) worldwide. Further, HEICO expects its suppliers who supply or manufacture components, parts, or products containing conflict minerals to source those minerals from socially and environmentally responsible sources that do not directly or indirectly contribute to conflict. Without limiting the foregoing, suppliers are expected to directly and indirectly source conflict minerals only from sources that do not directly or indirectly support armed conflict in the DRC or other CAHRA.

Additionally, as set forth in [HEICO’s Code of Business Conduct](#), Team Members are expected and encouraged to promptly report alleged illegal or unethical behavior within the company or with respect to business dealings with any customer or suppliers.

V. MEASURES TAKEN TO REMEDIATE FORCED LABOR OR CHILD LABOR

HEICO has not identified any forced labor or child labor in our activities and supply chains.

VI. MEASURES TAKEN TO REMEDIATE THE LOSS OF INCOME TO THE MOST VULNERABLE FAMILIES THAT RESULT FROM ANY MEASURES TAKEN TO ELIMINATE THE USE OF FORCED LABOR OR CHILD LABOR IN OUR ACTIVITIES AND SUPPLY CHAINS

HEICO has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

VII. TRAINING ON FORCED LABOR AND CHILD LABOR

HEICO’s human resources department conducts and attends various training courses and seminars which address compliance with applicable employment laws.

VIII. ASSESSING THE EFFECTIVENESS IN ENSURING THAT FORCED LABOR AND CHILD LABOR ARE NOT BEING USED IN OUR BUSINESS AND SUPPLY CHAINS

HEICO periodically reviews and audits its policies and procedures. HEICO subsidiaries often make a good faith effort to ensure that no forced or child labor was used in their end products and diligently attempt to verify the origin of any conflict minerals used in our products.

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Approval and Signing for the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

Governing Body Approval.

This report was approved by the Finance/Audit Committee of the Board of Directors of HEICO Corporation, the control company for the entities listed in this report pursuant to Section 9 of the Act.

/s/ Adolfo Henriques

Name: Adolfo Henriques

Title: Committee Chair and Member, HEICO Corporation Finance/Audit Committee

Date: May 27, 2026

Signature of Member of Governing Body.

In accordance with the requirements of the Act, and in particular section 11(4)(b)(ii) thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

/s/ Adolfo Henriques I have the authority to bind HEICO Corporation with respect to this Report.

Name: Adolfo Henriques

Title: Committee Chair and Member, HEICO Corporation Finance/Audit Committee

Date: May 27, 2026