

<p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p>This Form is Open to Public Inspection</p>
---	---	--

Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. ▶

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>HEICO SAVINGS AND INVESTMENT PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</u></p>
<p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>HEICO CORPORATION</u></p> <p><u>3000 TAFT STREET</u> <u>HOLLYWOOD, FL 33021</u></p>	<p>1c Effective date of plan <u>01/01/1985</u></p> <p>2b Employer Identification Number (EIN) <u>65-0341002</u></p> <p>2c Plan Sponsor's telephone number <u>954-987-4000</u></p> <p>2d Business code (see instructions) <u>336410</u></p>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	07/28/2025	CARLOS MACAU
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	8283
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	6503
	6a(2)	6986
	6b	53
	6c	1368
	6d	8407
	6e	12
	6f	8419
	6g(1)	7900
6g(2)	8107	
6h	547	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2F 2H 2J 2K 2P 2S 2T 3H 2E 3I

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) **R** (Retirement Plan Information)
- (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) **DCG** (Individual Plan Information) – Number Attached _____
- (5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
--	--	---

For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan HEICO SAVINGS AND INVESTMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 HEICO CORPORATION	D Employer Identification Number (EIN) 65-0341002	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	291672	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AF EUROPAC GRTH R4 - AMERICAN FUND 95-2566717	0.35%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AF NEW PERSPECT R5 - AMERICAN FUND 95-2566717	0.05%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AMERICAN BALANCED R4 - AMERICAN FU 95-2566717	0.35%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BLK RK HI YLD INST - BNY MELLON INV 500 ROSS STREET PITTSBURGH, PA 53442	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
GALLIARD STBLE RTN M 800 LASALLE AVENUE SUITE 1400 MINNEAPOLIS, MN 55402	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PIONEER BOND Y - BNY MELLON INVEST 500 ROSS STREET PITTSBURGH, PA 53442	0.23%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TRP MID CAP GRTH ADV - T. ROWE PRI 52-2269240	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
---	--	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>HEICO SAVINGS AND INVESTMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>HEICO CORPORATION</u>	D Employer Identification Number (EIN) <u>65-0341002</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
---------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET 2035</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083977-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>34506281</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET 2065</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>82-6194314-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3967107</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTN LG CP VAL TR IA</u>		
b Name of sponsor of entity listed in (a): <u>PUTNAM FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>82-3639536-275</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3001959</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET INC</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083968-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6709073</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET 2025</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083981-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>36418199</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET 2030</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083979-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>45786170</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET 2045</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083972-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>28591348</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2040		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083974-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 28976591
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2055		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 27-6715074-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10694088
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2020		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083982-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11187314
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2050		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083970-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 18775445
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2070		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 88-6095930-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 139819
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2060		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 45-3799419-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5544209
a Name of MTIA, CCT, PSA, or 103-12 IE: GALLIARD STBLE RTN M		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 94-6751924-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19350486
a Name of MTIA, CCT, PSA, or 103-12 IE: AB US LG CP GR CIT L		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4116831-509	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 27723532
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
--	--	--

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan HEICO SAVINGS AND INVESTMENT PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 HEICO CORPORATION	D Employer Identification Number (EIN) 65-0341002

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	9823037	10900290
(2) Participant contributions	1b(2)	796573	0
(3) Other	1b(3)	0	1280
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	4245260	4823841
(9) Value of interest in common/collective trusts	1c(9)	240687947	281371621
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	132947674	159818083
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	454153680	559094487
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	842654171	1016009602
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	842654171	1016009602

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	17244042	
(B) Participants.....	2a(1)(B)	34396492	
(C) Others (including rollovers).....	2a(1)(C)	7811962	
(2) Noncash contributions.....	2a(2)	0	59452496
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	316877
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	316877	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		316877
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	9116638
(B) Common stock.....	2b(2)(B)	574716	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	8541922	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		9116638
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	55072315	7151051
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	47921264	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	133562773
(B) Other.....	2b(5)(B)	133562773	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	29891942
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	11854691
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total.....	2d	251346468

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	85646094
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other.....	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	85646094
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions).....	2g	0
h Interest expense.....	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	291672
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	0
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses.....	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	291672
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j	85937766

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k	165408702
l Transfers of assets:		
(1) To this plan.....	2l(1)	7946729
(2) From this plan	2l(2)	0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: CBIZ CPAS P.C.

(2) EIN: 43-1947695

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
--	---	--

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>HEICO SAVINGS AND INVESTMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>HEICO CORPORATION</u>	D Employer Identification Number (EIN) <u>65-0341002</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1	
---	--

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3	
---	--

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline?..... Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation.....

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number _____.

HEICO Savings and Investment Plan

**Financial Statements as of and for the
Years Ended December 31, 2024 and 2023,
Supplemental Schedule as of December 31, 2024,
and Independent Auditors' Report**

HEICO SAVINGS AND INVESTMENT PLAN

TABLE OF CONTENTS

	Page
<u>INDEPENDENT AUDITORS' REPORT</u>	<u>1</u>
<u>FINANCIAL STATEMENTS AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023:</u>	
<u>Statements of Net Assets Available for Benefits</u>	<u>5</u>
<u>Statements of Changes in Net Assets Available for Benefits</u>	<u>6</u>
<u>Notes to Financial Statements</u>	<u>7</u>
<u>SUPPLEMENTAL SCHEDULE AS OF DECEMBER 31, 2024:</u>	
<u>Form 5500, Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)</u>	<u>18</u>

NOTE: Schedules not filed herein are omitted because of the absence of conditions under which they are required.



INDEPENDENT AUDITORS' REPORT

To the Board of Directors and Participants
of HEICO Savings and Investment Plan:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed the audits of the financial statements of the HEICO Savings and Investment Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the years then ended, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on these financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule, Form 5500, Schedule H, Part IV, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

CBIZ CPAs P.C.

Boca Raton, Florida
July 28, 2025

HEICO SAVINGS AND INVESTMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS AS OF DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
ASSETS:		
Investments (Note 4)	\$1,000,284,191	\$827,789,301
Receivables:		
Employer contributions	10,900,290	9,823,037
Notes receivable from participants	4,823,841	4,245,260
Participant contributions	—	796,573
Unsettled trades	1,280	—
Total receivables	<u>15,725,411</u>	<u>14,864,870</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$1,016,009,602</u></u>	<u><u>\$842,654,171</u></u>

See accompanying notes to financial statements.

HEICO SAVINGS AND INVESTMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
ADDITIONS:		
Investment income:		
Net appreciation in fair value of investments	\$182,460,457	\$118,524,229
Dividends	9,116,638	6,377,545
Net investment income	<u>191,577,095</u>	<u>124,901,774</u>
Interest income on notes receivable from participants	<u>316,877</u>	<u>226,655</u>
Contributions:		
Participant contributions	34,396,492	29,053,894
Employer contributions	17,244,042	15,643,809
Rollovers	7,811,962	30,360,438
Total contributions	<u>59,452,496</u>	<u>75,058,141</u>
Total additions	<u>251,346,468</u>	<u>200,186,570</u>
DEDUCTIONS:		
Distributions to Plan participants	(85,646,094)	(58,322,935)
Administrative expenses	(291,672)	(295,826)
Total deductions	<u>(85,937,766)</u>	<u>(58,618,761)</u>
INCREASE IN NET ASSETS	165,408,702	141,567,809
TRANSFERS TO THE PLAN	7,946,729	—
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	842,654,171	701,086,362
End of year	<u><u>\$1,016,009,602</u></u>	<u><u>\$842,654,171</u></u>

See accompanying notes to financial statements.

HEICO SAVINGS AND INVESTMENT PLAN

NOTES TO FINANCIAL STATEMENTS

1. DESCRIPTION OF PLAN

The following description of the HEICO Savings and Investment Plan (the "Plan") provides only general information. Participants should refer to the Plan document for more complete information. Unless specified otherwise, all capitalized terms herein are as defined in the Plan document.

The Plan, adopted by HEICO Corporation (the "Company," "Employer" or "HEICO") effective January 1, 1985, and was most recently amended and restated effective January 1, 2024, for the benefit of Eligible Employees of the Company and its participating subsidiaries ("participating employers"), is a defined contribution plan subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). The Plan has been designated as an Employee Stock Ownership Plan ("ESOP"). Participation in the Plan is voluntary. The Plan includes a deferred compensation arrangement permitted by Section 401(k) of the Internal Revenue Code of 1986, as amended (the "Code"), which permits a participant to elect to defer federal income taxes on his or her contributions until they are distributed from the Plan.

The most significant change in the 2024 amendment was the removal of the leveraged ESOP provisions. The Plan continues to be an ESOP designed to invest primarily in Company Stock, but is no longer a leveraged ESOP. The Plan did not have any Acquisition Indebtedness as of December 31, 2024 and 2023. This amendment did not materially impact participants.

In March 2023, the Board approved the admission of Exxelia USA, Inc. and Micropen Technologies Corporation as participating employers in the Plan effective April 1, 2023 for both employers. In July 2023, the Board approved the admission of Wencor Group, LLC ("Wencor") as a participating employer in the Plan effective August 4, 2023, which was the date on which HEICO acquired Wencor. As part of the Merger Agreement to acquire Wencor, participants in the Wencor and any of its subsidiaries' 401(k) plans were permitted to effect a direct rollover of their full account balance, including loans, into the Plan. The Board elected to treat a participant's prior service toward the vesting schedule as specified in the Plan document for these participating employers. The Board also approved an Employer Matching Contribution for these participating employers that is generally consistent with that of its other participating employers.

In November 2023 and January 2024, the Company's 401(k) Administrative Committee approved the mergers of the former frozen plans at Seal Dynamics LLC and Blue Aerospace LLC into the Plan, effective in April 2024 and June 2024, respectively. In connection with these mergers, \$7,946,729 was transferred into the Plan.

During 2024, the Board approved the admission of Capewell Aerial Systems, LLC ("Capewell"), Marway Power Solutions, Inc. ("Marway") and Mid Continent Controls, Inc. ("MC2") as participating employers in the Plan effective October 1, 2024 for Capewell and January 1, 2025

for Marway and MC2. The Board elected to treat a participant's prior service toward the vesting schedule as specified in the Plan document for these participating employers. The Board also approved an Employer Matching Contribution for these participating employers that is generally consistent with that of its other participating employers.

Eligibility - Except as otherwise set forth below, any person employed by the Employer can participate in the Plan upon; (i) the date the Employee is credited with one Hour of Service; or (ii) the date the Employee becomes an Eligible Employee.

The following employees are not eligible to participate in the Plan: (i) any Employee included in a collective bargaining unit for which a labor organization is recognized as a collective bargaining agent unless such Employee has been designated by the Committee as an Eligible Employee for purposes of this Plan; (ii) any Employee who is employed by an Affiliate that is not a participating employer; (iii) any Employee who is a nonresident alien and who does not receive earned income from the Employer that constitutes income from sources within the United States; or (iv) Employees who are, according to the Employer's records, characterized as temporary, seasonal or occasional employees unless such Employee completes one Year of Service.

Plan Administration - Fidelity Investments ("Fidelity") serves as recordkeeper and custodian for the Plan's assets and Fidelity Management Trust Company serves as the Plan's trustee (the "Trustee"). Overall responsibility for administering the Plan (reporting and disclosure, interpretation of provisions, and benefit distributions) rests with the Company's Board.

Participant Accounts - Individual accounts are maintained for each Plan participant. Each participant's account is credited with the participant's Elective Deferral Contributions, the Company's Employer Matching Contributions, and allocations of any other Employer Contributions (e.g., Equity Builder Contributions) as well as Plan dividends and earnings, and charged with withdrawals, an allocation of the Plan's administrative expenses not paid directly by the Company, and an allocation of Plan losses. Allocations of Plan earnings and losses are based on participant account balances. Additionally, participants holding positions in certain of the Plan's investment options receive an allocation of revenue credits associated with the funds. See Note 8, Exempt Party-In-Interest Transactions, for additional information. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Employee Contributions - Each year, participants may make Elective Deferral Contributions up to the limitations set forth in Section 402(g) of the Code. Participants who are at least 50 years of age prior to the end of a Plan year may elect to make catch-up contributions, up to the limitations set forth in the Code. Participants may also make Rollover Contributions to the Plan of amounts received from a tax-qualified plan of a former employer. Participants hired on or after January 1, 2006 are automatically enrolled in the Plan upon meeting the Plan's eligibility requirements at an Elective Deferral Contribution rate of 3% of the participant's Compensation unless the participant elects a greater or lesser deferral percentage, or elects not to contribute to the Plan.

Defined contribution plans are required to remit participant contributions to the Plan as soon as they can be reasonably segregated from the employer's general assets. While the Company has remitted all participant contributions to the Plan, contributions totaling \$70,010 were not remitted within the required time period during 2023. The Company remitted lost earnings to the Plan on behalf of affected participants in 2023.

Employer Contributions - The Company generally makes a 50% Employer Matching Contribution, as determined by the Board, based on a participant's Elective Deferral Contribution up to 6% of the participant's Compensation for the Elective Deferral Contribution period. The Plan also provides that the Company may make additional Employer Contributions (e.g., Equity Builder Contributions). Employer Contributions may be contributed in the form of Company stock or cash, as determined by the Company, and were principally paid in Company stock for the years ended December 31, 2024 and 2023.

Employer Matching Contributions are calculated quarterly based on Elective Deferral Contributions made during that calendar quarter and Compensation paid for each payroll period for which Elective Deferral Contributions are made. Employer Matching Contributions are allocated after the end of a calendar quarter to participants who made Elective Deferral Contributions during that calendar quarter and were employed on the last day of such calendar quarter.

Equity Builder Contributions, which may be awarded by the Company at the discretion of the Board, are allocated in the same proportion that the Compensation of a participant bears to the total Compensation of all participants from the same participating employer for the Plan Year to which the contributions are attributable. Equity Builder Contributions, if any, are allocated after the end of a Plan Year to participants who are credited with 1,000 hours of service during the Plan Year with a participating employer and are employed on the last day of such Plan Year.

Forfeitures - Forfeitures of participants' nonvested Employer Contributions due to termination of employment shall be made available to reinstate previously forfeited account balances of participants, pay administrative expenses of the Plan, and/or reduce the amount of Employer Contributions to the Plan that would otherwise be made on behalf of the participants. Forfeitures used to reduce the amount of Employer Contributions were \$2,355,532 and \$1,275,836 for the years ended December 31, 2024 and 2023, respectively.

Participant Investment Options - Employee Contributions are allocated at the participant's discretion among twelve target date funds, seven mid- and small-cap funds, five large-cap funds, four bond funds, three foreign equity funds, one balanced fund, and one stable value fund. Employer Contributions are generally made in Company stock, which consists of HEICO Corporation Common Stock and/or HEICO Corporation Class A Common Stock. Employer Contributions may be diversified by a participant into any of the participant-directed investment options; however, Employee Contributions may not be invested in Company stock.

Vesting - Participants receive 100% vesting in Employee Contributions and on cash dividends received on Company stock. Vesting in Employer Contributions is based on a participant's

number of Years of Service as calculated on a Plan Year (calendar year) basis. A participant is 20% vested after two Years of Service, 40% after three years, 60% after four years, 80% after five years, and 100% after six years. A participant becomes 100% vested in Employer Contributions upon retirement, disability, or death.

Withdrawals and Notes Receivable from Participants - Participants can withdraw contributed amounts under certain circumstances of immediate and heavy financial need through a “hardship withdrawal” or borrow against the vested portion of their account balance for certain financial needs. A participant is limited to no more than two loans outstanding at any given time. The amount of any loan may not be less than \$1,000, and the aggregate of a participant's loans may not exceed the lesser of \$50,000 or 50% of the participant's vested account balance. Loans are secured by the vested portion of a participant’s account. The annual interest rate on all loans is equal to the prime rate as published on the last day of the calendar quarter preceding the date the loan is made plus one percent (1%). The repayment term of any loan may not exceed five years, except with respect to a loan for the purchase of a primary residence, which may not exceed 15 years.

Payment of Benefits - In addition to distributions related to retirement, disability, death, or termination of employment, participants who have attained age 59½ may withdraw the portion of their account balances in which they are 100% vested. If the value of a participant’s vested account balance is less than or equal to \$1,000, a distribution will be made as soon as administratively practicable, payable as a single lump sum. If the vested account balance is greater than \$1,000 but not more than \$7,000, and the participant does not elect to receive a lump sum payment, the Trustee will automatically roll the balance into an individual retirement account designated by the Committee. If the vested account balance exceeds \$7,000, no distribution will be made without the participant’s consent, and the funds will remain in the plan until a distribution is requested or the participant reaches the required minimum distribution age.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting - The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties - The Plan utilizes various investment instruments, including Company stock, mutual funds, money market mutual funds, common/collective trusts, collective investment trusts and a stable value fund. Investment securities, in general, are exposed to various risks, such as stock market volatility, interest rate risk, foreign investing risk, industry risk, credit risk, investment style risk, market capitalization risk, liquidity risk, and security

selection risk. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and could materially affect participants' account balances and the amounts reported in the financial statements.

Valuation of Investments - The Plan's investments are stated at fair value. Quoted market prices in active markets are used to value investments in Company stock, mutual funds, and money market mutual funds. The Plan also invests in common/collective trusts, collective investment trusts, and a collective investment fund, which are all measured at net asset value ("NAV"). See Note 4, Fair Value Measurements, for additional details.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividend income is recorded as of the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold, as well as held during the year. Capital gain distributions from mutual funds are recorded as dividends in the Statements of Changes in Net Assets Available for Benefits.

Concentration of Investments - The Plan's investments in HEICO Corporation Common Stock and HEICO Corporation Class A Common Stock aggregated approximately 32% and 24% of total investments as of December 31, 2024, respectively, and 31% and 24% of total investments as of December 31, 2023, respectively.

Notes Receivable from Participants - Notes receivable from participants (participant loans) are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan document.

Payment of Benefits - Benefit payments to participants are recorded upon distribution.

Contributions - Contributions from Plan participants and matching contributions from the Employer are recorded in the year in which the employees' contributions are withheld from compensation.

3. FEDERAL INCOME TAX STATUS

The Plan received a favorable determination letter from the Internal Revenue Service dated September 24, 2013, stating that the Plan, as amended and restated effective January 1, 2012, is designed in accordance with the applicable sections of the Code. Although the Plan has been amended since receiving the determination letter, the Plan's Administrator believes that the Plan and related trust are currently designed and being operated in compliance with the applicable requirements of the Code. Accordingly, no provision for income taxes has been included in the Plan's financial statements.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2021.

4. FAIR VALUE MEASUREMENTS

The Plan’s investments that were measured at fair value on a recurring basis are set forth by level within the fair value hierarchy in the following tables:

	As of December 31, 2024			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Company stock	\$559,094,487	\$—	\$—	\$559,094,487
Mutual funds	159,654,573	—	—	159,654,573
Money market mutual fund	163,510	—	—	163,510
Total investments in the fair value hierarchy	<u>\$718,912,570</u>	<u>\$—</u>	<u>\$—</u>	718,912,570
Investments measured at NAV				281,371,621
Total investments at fair value				<u>\$1,000,284,191</u>

	As of December 31, 2023			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Company stock	\$454,153,680	\$—	\$—	\$454,153,680
Mutual funds	132,850,234	—	—	132,850,234
Money market mutual fund	97,440	—	—	97,440
Total investments in the fair value hierarchy	<u>\$587,101,354</u>	<u>\$—</u>	<u>\$—</u>	587,101,354
Investments measured at NAV				240,687,947
Total investments at fair value				<u>\$827,789,301</u>

Company stock, mutual funds, and the money market mutual fund were valued based on the closing prices reported for the active markets on which the underlying securities are traded. Investments measured at NAV consist of the Vanguard Target Retirement Trust II series (“Vanguard Target Retirement Series”), the AB US Large Cap Growth CIT (W Series) Fee Class L (“AB Fund”), the Putnam Large Cap Value Trust Class IA (“Putnam Fund”) and the Galliard Stable Return Fund M (“Galliard Fund”). These investments are valued using the NAV per share practical expedient. The NAVs are based on the fair value of the underlying investments held by the funds less their liabilities. This NAV is presented immediately below the fair value hierarchy to facilitate reconciliation to the Plan’s total investments at fair value as presented in the Statements of Net Assets Available for Benefits.

Vanguard Target Retirement Series - The Vanguard Target Retirement series are common/collective trusts where each Target Retirement Fund invests in several other Vanguard funds to create a broadly diversified mix of stock, bonds and short-term reserves. The year in a Target Retirement Fund name is the date the investor is expected to retire. The investment mix of each Target Retirement Fund is gradually adjusted to become more conservative as the target date approaches.

AB Fund - The AB Fund is a collective investment trust that aims to provide long-term capital appreciation by investing in large-cap U.S. growth companies.

Putnam Fund - The Putnam Fund is a collective investment trust that seeks capital growth and current income by investing in value stocks of midsize and large U.S. companies.

For the three aforementioned investments, participants can generally redeem their investments daily at NAV per share calculated at the end of each business day. The investments may also temporarily suspend redemptions or delay the payment of redemption proceeds in certain circumstances and there are no unfunded commitments pertaining to these investments.

Galliard Fund - The Galliard Fund is a collective investment fund under the Allspring Collective Investment Trust, aiming to provide stable income with minimal principal volatility by investing in the Galliard Stable Return Fund Core. This Core Fund invests in investment contracts and security-backed contracts. Security-backed contracts combine fixed-income securities with a contract value guarantee (wrapper) for participant withdrawals, a floor crediting rate, and full contract value return at maturity. Participants can generally withdraw or transfer their investment at NAV and there are no unfunded commitments pertaining to this investment. However, certain restrictions may limit this ability, such as Plan termination, introduction of competing investment options, failure to meet Section 401 requirements, or material breaches of contract. The Plan Administrator believes these events are unlikely to occur.

The preceding methods described for the investments measured at NAV may produce fair value calculations that may not be indicative of the net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement as of the reporting date.

5. NONPARTICIPANT-DIRECTED INVESTMENTS

Information about the net assets as of December 31, 2024 and 2023 and the significant components of the changes in net assets for the years ended December 31, 2024 and 2023 relating to the Plan's nonparticipant-directed investments are as follows:

	2024	2023
Net assets:		
Company stock	\$559,094,487	\$454,153,680
Employer contributions receivable	10,900,290	9,823,037
Money market mutual fund	163,510	97,440
Total	<u>\$570,158,287</u>	<u>\$464,074,157</u>
	2024	2023
Changes in net assets available for benefits:		
Net appreciation in fair value of investments	\$140,646,283	\$69,725,302
Employer contributions	17,244,042	15,643,809
Dividend income	581,272	584,467
Interest income on notes receivable from participants	46,900	36,253
Transfers to participant-directed investments	(3,878,248)	(5,591,805)
Distributions to Plan participants	(48,556,119)	(25,094,840)
Total	<u>\$106,084,130</u>	<u>\$55,303,186</u>

6. INFORMATION CERTIFIED BY TRUSTEE

The following is a summary of the unaudited financial information regarding the Plan, which has been certified by the Trustee in accordance with 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, and is included in the Plan's financial statements as of and for the years ended December 31, 2024 and 2023, and Supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024. The Plan Administrator has obtained certifications from the Trustee that such information is complete and accurate.

	2024	2023
Investments at fair value	\$1,000,284,191	\$827,789,301
Net appreciation in fair value of investments	182,460,457	118,524,229
Dividend income	9,116,638	6,377,545
Notes receivable from participants	4,823,841	4,245,260
Interest income on notes receivable from participants	316,877	226,655
Unsettled trades	1,280	—

Supplemental schedule: All investment balances and information included in the Supplemental Schedule of Assets (Held at End of Year) are certified by the Trustee.

The Plan's independent public accountant did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

7. PLAN TERMINATION

While the Company intends to continue the Plan indefinitely, it assumes no contractual obligation as to its continuance, and the Board reserves the right to terminate the Plan or portions of the Plan at any time. In the event of the complete or partial termination of the Plan, the account balances of affected participants shall be fully vested and nonforfeitable as of the time of such discontinuance or termination.

8. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

As HEICO is the Plan's sponsoring employer, transactions involving Company stock qualify as party-in-interest transactions. The Plan's investment in Company stock totaled \$559,094,487 as of December 31, 2024, and \$454,153,680 as of December 31, 2023. Further, the Plan recorded dividend income of \$581,272 and \$584,467 from Company stock during the years ended December 31, 2024 and 2023, respectively.

As of December 31, 2024 and 2023, the Plan held notes receivable from participants of \$4,823,841 and \$4,245,260, respectively. Further, the Plan recorded interest income related to the notes receivable from participants of \$316,877 and \$226,655 during the years ended December 31, 2024 and 2023, respectively.

The Plan invests in certain mutual funds managed by Fidelity and transactions involving the Fidelity 500 Index Fund, Fidelity Government Cash Reserves, Fidelity Low-Priced Stock Fund, Fidelity Low-Priced Stock K6 Fund, Fidelity International Index Fund, Fidelity Small Cap Index Fund, Fidelity Mid Cap Index Fund, Fidelity U.S. Bond Index Fund, and Fidelity Small Cap Value Fund (collectively, "Fidelity Funds"), qualify as party-in-interest transactions. The Plan's investment in Fidelity Funds totaled \$68,590,013 and \$41,661,813 as of December 31, 2024 and 2023, respectively. Further, the Plan recorded dividend income of \$1,441,454 and \$1,325,904 from Fidelity Funds during the years ended December 31, 2024 and 2023, respectively.

9. SUBSEQUENT EVENTS

In March 2025, the Company's Board approved the admission of Millennium International, LLC as a participating employer in the Plan effective April 1, 2025. Additionally, in June 2025, the Company's Board approved the admission of Rosen Aviation, LLC and TRAD Tests & Radiations, Inc. as participating employers in the Plan effective July 1, 2025. The Board elected to treat a participant's prior service toward the vesting schedule as specified in the Plan document for these participating employers. The Board also approved an Employer Matching Contribution for these participating employers that is generally consistent with that of its other participating employers.

In April 2025, the Board reserved an additional 500,000 shares of the Company's Common Stock, par value \$0.01 per share, and 500,000 shares of the Company's Class A Common Stock, par value \$0.01 per share, under the Plan.

The Plan has evaluated the need for disclosures and/or adjustments resulting from subsequent events through July 28, 2025, which is the date the financial statements were available to be issued. Other than as disclosed above, no significant matters were identified for disclosure during this evaluation.

SUPPLEMENTAL SCHEDULE

**HEICO SAVINGS AND INVESTMENT PLAN
EIN 65-0341002 PLAN No. 001**

**FORM 5500, SCHEDULE H, PART IV, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2024**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
*	HEICO Corporation Common Stock	Common Stock	\$46,416,084	\$320,753,656
*	HEICO Corporation Class A Common Stock	Common Stock	37,439,578	238,340,831
	AB US Large Cap Growth CIT (W Series) Fee Class L	Collective Investment Trust	**	27,723,532
	Allspring Special Mid Cap Value Fund - Class R6	Mutual Fund	**	4,952,789
	American Funds American Balanced Fund Class R-4	Mutual Fund	**	13,377,931
	American Funds EuroPacific Growth Fund Class R-4	Mutual Fund	**	6,848,727
	American Funds New Perspective Fund Class R-5	Mutual Fund	**	9,263,832
	BlackRock High Yield Portfolio Institutional Shares	Mutual Fund	**	7,941,519
	Cohen & Steers Realty Shares Fund Class Z	Mutual Fund	**	151,994
*	Fidelity 500 Index Fund	Mutual Fund	**	50,676,113
*	Fidelity Government Cash Reserves	Money Market Mutual Fund	163,510	163,510
*	Fidelity International Index Fund	Mutual Fund	**	1,589,202
*	Fidelity Low-Priced Stock K6 Fund	Mutual Fund	**	4,162,567
*	Fidelity Mid Cap Index Fund	Mutual Fund	**	3,347,739
*	Fidelity Small Cap Index Fund	Mutual Fund	**	3,380,673
*	Fidelity Small Cap Value Fund	Mutual Fund	**	4,092,598
*	Fidelity U.S. Bond Index Fund	Mutual Fund	**	1,177,611
	Invesco Discovery Fund Class R6	Mutual Fund	**	349,823
	Pioneer Bond Fund Class Y	Mutual Fund	**	6,761,742
	Putnam Large Cap Value Trust Class IA	Collective Investment Trust	**	3,001,959
	T. Rowe Price Mid-Cap Growth Fund Advisor Class	Mutual Fund	**	28,358,471
	Vanguard GNMA Fund Admiral Shares	Mutual Fund	**	2,575,861
	Vanguard Growth and Income Fund Admiral Shares	Mutual Fund	**	10,645,381
	Vanguard Target Retirement Income Trust II	Common/Collective Trust	**	6,709,073
	Vanguard Target Retirement 2020 Trust II	Common/Collective Trust	**	11,187,314
	Vanguard Target Retirement 2025 Trust II	Common/Collective Trust	**	36,418,199
	Vanguard Target Retirement 2030 Trust II	Common/Collective Trust	**	45,786,170
	Vanguard Target Retirement 2035 Trust II	Common/Collective Trust	**	34,506,281
	Vanguard Target Retirement 2040 Trust II	Common/Collective Trust	**	28,976,591
	Vanguard Target Retirement 2045 Trust II	Common/Collective Trust	**	28,591,348
	Vanguard Target Retirement 2050 Trust II	Common/Collective Trust	**	18,775,445
	Vanguard Target Retirement 2055 Trust II	Common/Collective Trust	**	10,694,088
	Vanguard Target Retirement 2060 Trust II	Common/Collective Trust	**	5,544,209
	Vanguard Target Retirement 2065 Trust II	Common/Collective Trust	**	3,967,107
	Vanguard Target Retirement 2070 Trust II	Common/Collective Trust	**	139,819
	Galliard Stable Return Fund M	Collective Investment Fund	**	19,350,486
*	Participant loans, maturing 2025 to 2039	Collateral - participants' vested account balance, rates ranging from 4.25% to 9.50%	—	4,823,841
			<u>\$84,019,172</u>	<u>\$1,005,108,032</u>

* Represents a party-in-interest as defined by ERISA.

** Cost information is not required by ERISA for participant-directed investments and therefore is not included.

Information on this schedule was prepared from information certified by Fidelity Management Trust Company.

HEICO Savings and Investment Plan

**Financial Statements as of and for the
Years Ended December 31, 2024 and 2023,
Supplemental Schedule as of December 31, 2024,
and Independent Auditors' Report**

HEICO SAVINGS AND INVESTMENT PLAN

TABLE OF CONTENTS

	Page
<u>INDEPENDENT AUDITORS' REPORT</u>	<u>1</u>
<u>FINANCIAL STATEMENTS AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023:</u>	
<u>Statements of Net Assets Available for Benefits</u>	<u>5</u>
<u>Statements of Changes in Net Assets Available for Benefits</u>	<u>6</u>
<u>Notes to Financial Statements</u>	<u>7</u>
<u>SUPPLEMENTAL SCHEDULE AS OF DECEMBER 31, 2024:</u>	
<u>Form 5500, Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)</u>	<u>18</u>

NOTE: Schedules not filed herein are omitted because of the absence of conditions under which they are required.



INDEPENDENT AUDITORS' REPORT

To the Board of Directors and Participants
of HEICO Savings and Investment Plan:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed the audits of the financial statements of the HEICO Savings and Investment Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the years then ended, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on these financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule, Form 5500, Schedule H, Part IV, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

CBIZ CPAs P.C.

Boca Raton, Florida
July 28, 2025

HEICO SAVINGS AND INVESTMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS AS OF DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
ASSETS:		
Investments (Note 4)	\$1,000,284,191	\$827,789,301
Receivables:		
Employer contributions	10,900,290	9,823,037
Notes receivable from participants	4,823,841	4,245,260
Participant contributions	—	796,573
Unsettled trades	1,280	—
Total receivables	<u>15,725,411</u>	<u>14,864,870</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$1,016,009,602</u></u>	<u><u>\$842,654,171</u></u>

See accompanying notes to financial statements.

HEICO SAVINGS AND INVESTMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
ADDITIONS:		
Investment income:		
Net appreciation in fair value of investments	\$182,460,457	\$118,524,229
Dividends	9,116,638	6,377,545
Net investment income	<u>191,577,095</u>	<u>124,901,774</u>
Interest income on notes receivable from participants	<u>316,877</u>	<u>226,655</u>
Contributions:		
Participant contributions	34,396,492	29,053,894
Employer contributions	17,244,042	15,643,809
Rollovers	7,811,962	30,360,438
Total contributions	<u>59,452,496</u>	<u>75,058,141</u>
Total additions	<u>251,346,468</u>	<u>200,186,570</u>
DEDUCTIONS:		
Distributions to Plan participants	(85,646,094)	(58,322,935)
Administrative expenses	(291,672)	(295,826)
Total deductions	<u>(85,937,766)</u>	<u>(58,618,761)</u>
INCREASE IN NET ASSETS	165,408,702	141,567,809
TRANSFERS TO THE PLAN	7,946,729	—
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	842,654,171	701,086,362
End of year	<u>\$1,016,009,602</u>	<u>\$842,654,171</u>

See accompanying notes to financial statements.

HEICO SAVINGS AND INVESTMENT PLAN

NOTES TO FINANCIAL STATEMENTS

1. DESCRIPTION OF PLAN

The following description of the HEICO Savings and Investment Plan (the "Plan") provides only general information. Participants should refer to the Plan document for more complete information. Unless specified otherwise, all capitalized terms herein are as defined in the Plan document.

The Plan, adopted by HEICO Corporation (the "Company," "Employer" or "HEICO") effective January 1, 1985, and was most recently amended and restated effective January 1, 2024, for the benefit of Eligible Employees of the Company and its participating subsidiaries ("participating employers"), is a defined contribution plan subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). The Plan has been designated as an Employee Stock Ownership Plan ("ESOP"). Participation in the Plan is voluntary. The Plan includes a deferred compensation arrangement permitted by Section 401(k) of the Internal Revenue Code of 1986, as amended (the "Code"), which permits a participant to elect to defer federal income taxes on his or her contributions until they are distributed from the Plan.

The most significant change in the 2024 amendment was the removal of the leveraged ESOP provisions. The Plan continues to be an ESOP designed to invest primarily in Company Stock, but is no longer a leveraged ESOP. The Plan did not have any Acquisition Indebtedness as of December 31, 2024 and 2023. This amendment did not materially impact participants.

In March 2023, the Board approved the admission of Exxelia USA, Inc. and Micropen Technologies Corporation as participating employers in the Plan effective April 1, 2023 for both employers. In July 2023, the Board approved the admission of Wencor Group, LLC ("Wencor") as a participating employer in the Plan effective August 4, 2023, which was the date on which HEICO acquired Wencor. As part of the Merger Agreement to acquire Wencor, participants in the Wencor and any of its subsidiaries' 401(k) plans were permitted to effect a direct rollover of their full account balance, including loans, into the Plan. The Board elected to treat a participant's prior service toward the vesting schedule as specified in the Plan document for these participating employers. The Board also approved an Employer Matching Contribution for these participating employers that is generally consistent with that of its other participating employers.

In November 2023 and January 2024, the Company's 401(k) Administrative Committee approved the mergers of the former frozen plans at Seal Dynamics LLC and Blue Aerospace LLC into the Plan, effective in April 2024 and June 2024, respectively. In connection with these mergers, \$7,946,729 was transferred into the Plan.

During 2024, the Board approved the admission of Capewell Aerial Systems, LLC ("Capewell"), Marway Power Solutions, Inc. ("Marway") and Mid Continent Controls, Inc. ("MC2") as participating employers in the Plan effective October 1, 2024 for Capewell and January 1, 2025

for Marway and MC2. The Board elected to treat a participant's prior service toward the vesting schedule as specified in the Plan document for these participating employers. The Board also approved an Employer Matching Contribution for these participating employers that is generally consistent with that of its other participating employers.

Eligibility - Except as otherwise set forth below, any person employed by the Employer can participate in the Plan upon; (i) the date the Employee is credited with one Hour of Service; or (ii) the date the Employee becomes an Eligible Employee.

The following employees are not eligible to participate in the Plan: (i) any Employee included in a collective bargaining unit for which a labor organization is recognized as a collective bargaining agent unless such Employee has been designated by the Committee as an Eligible Employee for purposes of this Plan; (ii) any Employee who is employed by an Affiliate that is not a participating employer; (iii) any Employee who is a nonresident alien and who does not receive earned income from the Employer that constitutes income from sources within the United States; or (iv) Employees who are, according to the Employer's records, characterized as temporary, seasonal or occasional employees unless such Employee completes one Year of Service.

Plan Administration - Fidelity Investments ("Fidelity") serves as recordkeeper and custodian for the Plan's assets and Fidelity Management Trust Company serves as the Plan's trustee (the "Trustee"). Overall responsibility for administering the Plan (reporting and disclosure, interpretation of provisions, and benefit distributions) rests with the Company's Board.

Participant Accounts - Individual accounts are maintained for each Plan participant. Each participant's account is credited with the participant's Elective Deferral Contributions, the Company's Employer Matching Contributions, and allocations of any other Employer Contributions (e.g., Equity Builder Contributions) as well as Plan dividends and earnings, and charged with withdrawals, an allocation of the Plan's administrative expenses not paid directly by the Company, and an allocation of Plan losses. Allocations of Plan earnings and losses are based on participant account balances. Additionally, participants holding positions in certain of the Plan's investment options receive an allocation of revenue credits associated with the funds. See Note 8, Exempt Party-In-Interest Transactions, for additional information. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Employee Contributions - Each year, participants may make Elective Deferral Contributions up to the limitations set forth in Section 402(g) of the Code. Participants who are at least 50 years of age prior to the end of a Plan year may elect to make catch-up contributions, up to the limitations set forth in the Code. Participants may also make Rollover Contributions to the Plan of amounts received from a tax-qualified plan of a former employer. Participants hired on or after January 1, 2006 are automatically enrolled in the Plan upon meeting the Plan's eligibility requirements at an Elective Deferral Contribution rate of 3% of the participant's Compensation unless the participant elects a greater or lesser deferral percentage, or elects not to contribute to the Plan.

Defined contribution plans are required to remit participant contributions to the Plan as soon as they can be reasonably segregated from the employer's general assets. While the Company has remitted all participant contributions to the Plan, contributions totaling \$70,010 were not remitted within the required time period during 2023. The Company remitted lost earnings to the Plan on behalf of affected participants in 2023.

Employer Contributions - The Company generally makes a 50% Employer Matching Contribution, as determined by the Board, based on a participant's Elective Deferral Contribution up to 6% of the participant's Compensation for the Elective Deferral Contribution period. The Plan also provides that the Company may make additional Employer Contributions (e.g., Equity Builder Contributions). Employer Contributions may be contributed in the form of Company stock or cash, as determined by the Company, and were principally paid in Company stock for the years ended December 31, 2024 and 2023.

Employer Matching Contributions are calculated quarterly based on Elective Deferral Contributions made during that calendar quarter and Compensation paid for each payroll period for which Elective Deferral Contributions are made. Employer Matching Contributions are allocated after the end of a calendar quarter to participants who made Elective Deferral Contributions during that calendar quarter and were employed on the last day of such calendar quarter.

Equity Builder Contributions, which may be awarded by the Company at the discretion of the Board, are allocated in the same proportion that the Compensation of a participant bears to the total Compensation of all participants from the same participating employer for the Plan Year to which the contributions are attributable. Equity Builder Contributions, if any, are allocated after the end of a Plan Year to participants who are credited with 1,000 hours of service during the Plan Year with a participating employer and are employed on the last day of such Plan Year.

Forfeitures - Forfeitures of participants' nonvested Employer Contributions due to termination of employment shall be made available to reinstate previously forfeited account balances of participants, pay administrative expenses of the Plan, and/or reduce the amount of Employer Contributions to the Plan that would otherwise be made on behalf of the participants. Forfeitures used to reduce the amount of Employer Contributions were \$2,355,532 and \$1,275,836 for the years ended December 31, 2024 and 2023, respectively.

Participant Investment Options - Employee Contributions are allocated at the participant's discretion among twelve target date funds, seven mid- and small-cap funds, five large-cap funds, four bond funds, three foreign equity funds, one balanced fund, and one stable value fund. Employer Contributions are generally made in Company stock, which consists of HEICO Corporation Common Stock and/or HEICO Corporation Class A Common Stock. Employer Contributions may be diversified by a participant into any of the participant-directed investment options; however, Employee Contributions may not be invested in Company stock.

Vesting - Participants receive 100% vesting in Employee Contributions and on cash dividends received on Company stock. Vesting in Employer Contributions is based on a participant's

number of Years of Service as calculated on a Plan Year (calendar year) basis. A participant is 20% vested after two Years of Service, 40% after three years, 60% after four years, 80% after five years, and 100% after six years. A participant becomes 100% vested in Employer Contributions upon retirement, disability, or death.

Withdrawals and Notes Receivable from Participants - Participants can withdraw contributed amounts under certain circumstances of immediate and heavy financial need through a “hardship withdrawal” or borrow against the vested portion of their account balance for certain financial needs. A participant is limited to no more than two loans outstanding at any given time. The amount of any loan may not be less than \$1,000, and the aggregate of a participant's loans may not exceed the lesser of \$50,000 or 50% of the participant's vested account balance. Loans are secured by the vested portion of a participant’s account. The annual interest rate on all loans is equal to the prime rate as published on the last day of the calendar quarter preceding the date the loan is made plus one percent (1%). The repayment term of any loan may not exceed five years, except with respect to a loan for the purchase of a primary residence, which may not exceed 15 years.

Payment of Benefits - In addition to distributions related to retirement, disability, death, or termination of employment, participants who have attained age 59½ may withdraw the portion of their account balances in which they are 100% vested. If the value of a participant’s vested account balance is less than or equal to \$1,000, a distribution will be made as soon as administratively practicable, payable as a single lump sum. If the vested account balance is greater than \$1,000 but not more than \$7,000, and the participant does not elect to receive a lump sum payment, the Trustee will automatically roll the balance into an individual retirement account designated by the Committee. If the vested account balance exceeds \$7,000, no distribution will be made without the participant’s consent, and the funds will remain in the plan until a distribution is requested or the participant reaches the required minimum distribution age.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting - The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties - The Plan utilizes various investment instruments, including Company stock, mutual funds, money market mutual funds, common/collective trusts, collective investment trusts and a stable value fund. Investment securities, in general, are exposed to various risks, such as stock market volatility, interest rate risk, foreign investing risk, industry risk, credit risk, investment style risk, market capitalization risk, liquidity risk, and security

selection risk. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and could materially affect participants' account balances and the amounts reported in the financial statements.

Valuation of Investments - The Plan's investments are stated at fair value. Quoted market prices in active markets are used to value investments in Company stock, mutual funds, and money market mutual funds. The Plan also invests in common/collective trusts, collective investment trusts, and a collective investment fund, which are all measured at net asset value ("NAV"). See Note 4, Fair Value Measurements, for additional details.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividend income is recorded as of the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold, as well as held during the year. Capital gain distributions from mutual funds are recorded as dividends in the Statements of Changes in Net Assets Available for Benefits.

Concentration of Investments - The Plan's investments in HEICO Corporation Common Stock and HEICO Corporation Class A Common Stock aggregated approximately 32% and 24% of total investments as of December 31, 2024, respectively, and 31% and 24% of total investments as of December 31, 2023, respectively.

Notes Receivable from Participants - Notes receivable from participants (participant loans) are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan document.

Payment of Benefits - Benefit payments to participants are recorded upon distribution.

Contributions - Contributions from Plan participants and matching contributions from the Employer are recorded in the year in which the employees' contributions are withheld from compensation.

3. FEDERAL INCOME TAX STATUS

The Plan received a favorable determination letter from the Internal Revenue Service dated September 24, 2013, stating that the Plan, as amended and restated effective January 1, 2012, is designed in accordance with the applicable sections of the Code. Although the Plan has been amended since receiving the determination letter, the Plan's Administrator believes that the Plan and related trust are currently designed and being operated in compliance with the applicable requirements of the Code. Accordingly, no provision for income taxes has been included in the Plan's financial statements.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2021.

4. FAIR VALUE MEASUREMENTS

The Plan’s investments that were measured at fair value on a recurring basis are set forth by level within the fair value hierarchy in the following tables:

	As of December 31, 2024			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Company stock	\$559,094,487	\$—	\$—	\$559,094,487
Mutual funds	159,654,573	—	—	159,654,573
Money market mutual fund	163,510	—	—	163,510
Total investments in the fair value hierarchy	<u>\$718,912,570</u>	<u>\$—</u>	<u>\$—</u>	718,912,570
Investments measured at NAV				281,371,621
Total investments at fair value				<u>\$1,000,284,191</u>

	As of December 31, 2023			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Company stock	\$454,153,680	\$—	\$—	\$454,153,680
Mutual funds	132,850,234	—	—	132,850,234
Money market mutual fund	97,440	—	—	97,440
Total investments in the fair value hierarchy	<u>\$587,101,354</u>	<u>\$—</u>	<u>\$—</u>	587,101,354
Investments measured at NAV				240,687,947
Total investments at fair value				<u>\$827,789,301</u>

Company stock, mutual funds, and the money market mutual fund were valued based on the closing prices reported for the active markets on which the underlying securities are traded. Investments measured at NAV consist of the Vanguard Target Retirement Trust II series (“Vanguard Target Retirement Series”), the AB US Large Cap Growth CIT (W Series) Fee Class L (“AB Fund”), the Putnam Large Cap Value Trust Class IA (“Putnam Fund”) and the Galliard Stable Return Fund M (“Galliard Fund”). These investments are valued using the NAV per share practical expedient. The NAVs are based on the fair value of the underlying investments held by the funds less their liabilities. This NAV is presented immediately below the fair value hierarchy to facilitate reconciliation to the Plan’s total investments at fair value as presented in the Statements of Net Assets Available for Benefits.

Vanguard Target Retirement Series - The Vanguard Target Retirement series are common/collective trusts where each Target Retirement Fund invests in several other Vanguard funds to create a broadly diversified mix of stock, bonds and short-term reserves. The year in a Target Retirement Fund name is the date the investor is expected to retire. The investment mix of each Target Retirement Fund is gradually adjusted to become more conservative as the target date approaches.

AB Fund - The AB Fund is a collective investment trust that aims to provide long-term capital appreciation by investing in large-cap U.S. growth companies.

Putnam Fund - The Putnam Fund is a collective investment trust that seeks capital growth and current income by investing in value stocks of midsize and large U.S. companies.

For the three aforementioned investments, participants can generally redeem their investments daily at NAV per share calculated at the end of each business day. The investments may also temporarily suspend redemptions or delay the payment of redemption proceeds in certain circumstances and there are no unfunded commitments pertaining to these investments.

Galliard Fund - The Galliard Fund is a collective investment fund under the Allspring Collective Investment Trust, aiming to provide stable income with minimal principal volatility by investing in the Galliard Stable Return Fund Core. This Core Fund invests in investment contracts and security-backed contracts. Security-backed contracts combine fixed-income securities with a contract value guarantee (wrapper) for participant withdrawals, a floor crediting rate, and full contract value return at maturity. Participants can generally withdraw or transfer their investment at NAV and there are no unfunded commitments pertaining to this investment. However, certain restrictions may limit this ability, such as Plan termination, introduction of competing investment options, failure to meet Section 401 requirements, or material breaches of contract. The Plan Administrator believes these events are unlikely to occur.

The preceding methods described for the investments measured at NAV may produce fair value calculations that may not be indicative of the net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement as of the reporting date.

5. NONPARTICIPANT-DIRECTED INVESTMENTS

Information about the net assets as of December 31, 2024 and 2023 and the significant components of the changes in net assets for the years ended December 31, 2024 and 2023 relating to the Plan's nonparticipant-directed investments are as follows:

	2024	2023
Net assets:		
Company stock	\$559,094,487	\$454,153,680
Employer contributions receivable	10,900,290	9,823,037
Money market mutual fund	163,510	97,440
Total	<u>\$570,158,287</u>	<u>\$464,074,157</u>
	2024	2023
Changes in net assets available for benefits:		
Net appreciation in fair value of investments	\$140,646,283	\$69,725,302
Employer contributions	17,244,042	15,643,809
Dividend income	581,272	584,467
Interest income on notes receivable from participants	46,900	36,253
Transfers to participant-directed investments	(3,878,248)	(5,591,805)
Distributions to Plan participants	(48,556,119)	(25,094,840)
Total	<u>\$106,084,130</u>	<u>\$55,303,186</u>

6. INFORMATION CERTIFIED BY TRUSTEE

The following is a summary of the unaudited financial information regarding the Plan, which has been certified by the Trustee in accordance with 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, and is included in the Plan's financial statements as of and for the years ended December 31, 2024 and 2023, and Supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024. The Plan Administrator has obtained certifications from the Trustee that such information is complete and accurate.

	2024	2023
Investments at fair value	\$1,000,284,191	\$827,789,301
Net appreciation in fair value of investments	182,460,457	118,524,229
Dividend income	9,116,638	6,377,545
Notes receivable from participants	4,823,841	4,245,260
Interest income on notes receivable from participants	316,877	226,655
Unsettled trades	1,280	—

Supplemental schedule: All investment balances and information included in the Supplemental Schedule of Assets (Held at End of Year) are certified by the Trustee.

The Plan's independent public accountant did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

7. PLAN TERMINATION

While the Company intends to continue the Plan indefinitely, it assumes no contractual obligation as to its continuance, and the Board reserves the right to terminate the Plan or portions of the Plan at any time. In the event of the complete or partial termination of the Plan, the account balances of affected participants shall be fully vested and nonforfeitable as of the time of such discontinuance or termination.

8. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

As HEICO is the Plan's sponsoring employer, transactions involving Company stock qualify as party-in-interest transactions. The Plan's investment in Company stock totaled \$559,094,487 as of December 31, 2024, and \$454,153,680 as of December 31, 2023. Further, the Plan recorded dividend income of \$581,272 and \$584,467 from Company stock during the years ended December 31, 2024 and 2023, respectively.

As of December 31, 2024 and 2023, the Plan held notes receivable from participants of \$4,823,841 and \$4,245,260, respectively. Further, the Plan recorded interest income related to the notes receivable from participants of \$316,877 and \$226,655 during the years ended December 31, 2024 and 2023, respectively.

The Plan invests in certain mutual funds managed by Fidelity and transactions involving the Fidelity 500 Index Fund, Fidelity Government Cash Reserves, Fidelity Low-Priced Stock Fund, Fidelity Low-Priced Stock K6 Fund, Fidelity International Index Fund, Fidelity Small Cap Index Fund, Fidelity Mid Cap Index Fund, Fidelity U.S. Bond Index Fund, and Fidelity Small Cap Value Fund (collectively, "Fidelity Funds"), qualify as party-in-interest transactions. The Plan's investment in Fidelity Funds totaled \$68,590,013 and \$41,661,813 as of December 31, 2024 and 2023, respectively. Further, the Plan recorded dividend income of \$1,441,454 and \$1,325,904 from Fidelity Funds during the years ended December 31, 2024 and 2023, respectively.

9. SUBSEQUENT EVENTS

In March 2025, the Company's Board approved the admission of Millennium International, LLC as a participating employer in the Plan effective April 1, 2025. Additionally, in June 2025, the Company's Board approved the admission of Rosen Aviation, LLC and TRAD Tests & Radiations, Inc. as participating employers in the Plan effective July 1, 2025. The Board elected to treat a participant's prior service toward the vesting schedule as specified in the Plan document for these participating employers. The Board also approved an Employer Matching Contribution for these participating employers that is generally consistent with that of its other participating employers.

In April 2025, the Board reserved an additional 500,000 shares of the Company's Common Stock, par value \$0.01 per share, and 500,000 shares of the Company's Class A Common Stock, par value \$0.01 per share, under the Plan.

The Plan has evaluated the need for disclosures and/or adjustments resulting from subsequent events through July 28, 2025, which is the date the financial statements were available to be issued. Other than as disclosed above, no significant matters were identified for disclosure during this evaluation.

SUPPLEMENTAL SCHEDULE

**HEICO SAVINGS AND INVESTMENT PLAN
EIN 65-0341002 PLAN No. 001**

**FORM 5500, SCHEDULE H, PART IV, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2024**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
*	HEICO Corporation Common Stock	Common Stock	\$46,416,084	\$320,753,656
*	HEICO Corporation Class A Common Stock	Common Stock	37,439,578	238,340,831
	AB US Large Cap Growth CIT (W Series) Fee Class L	Collective Investment Trust	**	27,723,532
	Allspring Special Mid Cap Value Fund - Class R6	Mutual Fund	**	4,952,789
	American Funds American Balanced Fund Class R-4	Mutual Fund	**	13,377,931
	American Funds EuroPacific Growth Fund Class R-4	Mutual Fund	**	6,848,727
	American Funds New Perspective Fund Class R-5	Mutual Fund	**	9,263,832
	BlackRock High Yield Portfolio Institutional Shares	Mutual Fund	**	7,941,519
	Cohen & Steers Realty Shares Fund Class Z	Mutual Fund	**	151,994
*	Fidelity 500 Index Fund	Mutual Fund	**	50,676,113
*	Fidelity Government Cash Reserves	Money Market Mutual Fund	163,510	163,510
*	Fidelity International Index Fund	Mutual Fund	**	1,589,202
*	Fidelity Low-Priced Stock K6 Fund	Mutual Fund	**	4,162,567
*	Fidelity Mid Cap Index Fund	Mutual Fund	**	3,347,739
*	Fidelity Small Cap Index Fund	Mutual Fund	**	3,380,673
*	Fidelity Small Cap Value Fund	Mutual Fund	**	4,092,598
*	Fidelity U.S. Bond Index Fund	Mutual Fund	**	1,177,611
	Invesco Discovery Fund Class R6	Mutual Fund	**	349,823
	Pioneer Bond Fund Class Y	Mutual Fund	**	6,761,742
	Putnam Large Cap Value Trust Class IA	Collective Investment Trust	**	3,001,959
	T. Rowe Price Mid-Cap Growth Fund Advisor Class	Mutual Fund	**	28,358,471
	Vanguard GNMA Fund Admiral Shares	Mutual Fund	**	2,575,861
	Vanguard Growth and Income Fund Admiral Shares	Mutual Fund	**	10,645,381
	Vanguard Target Retirement Income Trust II	Common/Collective Trust	**	6,709,073
	Vanguard Target Retirement 2020 Trust II	Common/Collective Trust	**	11,187,314
	Vanguard Target Retirement 2025 Trust II	Common/Collective Trust	**	36,418,199
	Vanguard Target Retirement 2030 Trust II	Common/Collective Trust	**	45,786,170
	Vanguard Target Retirement 2035 Trust II	Common/Collective Trust	**	34,506,281
	Vanguard Target Retirement 2040 Trust II	Common/Collective Trust	**	28,976,591
	Vanguard Target Retirement 2045 Trust II	Common/Collective Trust	**	28,591,348
	Vanguard Target Retirement 2050 Trust II	Common/Collective Trust	**	18,775,445
	Vanguard Target Retirement 2055 Trust II	Common/Collective Trust	**	10,694,088
	Vanguard Target Retirement 2060 Trust II	Common/Collective Trust	**	5,544,209
	Vanguard Target Retirement 2065 Trust II	Common/Collective Trust	**	3,967,107
	Vanguard Target Retirement 2070 Trust II	Common/Collective Trust	**	139,819
	Galliard Stable Return Fund M	Collective Investment Fund	**	19,350,486
*	Participant loans, maturing 2025 to 2039	Collateral - participants' vested account balance, rates ranging from 4.25% to 9.50%	—	4,823,841
			<u>\$84,019,172</u>	<u>\$1,005,108,032</u>

* Represents a party-in-interest as defined by ERISA.

** Cost information is not required by ERISA for participant-directed investments and therefore is not included.

Information on this schedule was prepared from information certified by Fidelity Management Trust Company.