



# Privacy Policy

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This privacy notice was last updated on April 9, 2024.

## Introduction

This Privacy Notice explains how HEICO Corporation, its subsidiaries, and affiliates, including Apex Microtechnology (also referred to as “we,” “us,” “our,” or “HEICO”) uses any personal information we collect from or about you, through our interactions with you, and through our products and services, including this website.

Our Privacy Notice applies to all of the services offered by HEICO and products and services offered on other sites but excludes services that have separate privacy policies that do not incorporate this Privacy Policy.

By accessing or using this website, you are consenting to the collection, use and disclosure of your information in accordance with this Privacy Policy. If you do not consent to the same, please do not access or use this website. We may modify this Privacy Policy at any time and therefore recommend that you periodically review this page.

## Personal information we collect and purposes

We collect information about you to effectively operate our website, to provide information to you about our products and services, and in certain cases, may help to manage our relationship with you. We may also collect personal information when you voluntarily submit it to us, like through a website "contact us" form or e-mail. We may collect payment information that you provide to pay for and use our products and services. We may also collect certain information from public sources or by automated means when you visit our website, such as the number of visitors and pages accessed. By collecting this information, we learn how to best tailor the websites to our visitors. We collect this information through various means such as “cookies,” “web beacons” and IP addresses. Please see our Cookie Policy for further information on certain data collection and tracking technologies we may use.

The table below explains the categories of information we collect and the purposes for which we use them. Please note that we may use any or all of this information to comply with the law, detect or prevent fraud, and to defend our legal rights.

<b>Categories of personal information we collect</b>	<b>Purposes of use</b>
<p><b>Business contact information</b> For example: company name, your name, email address, and job title.</p>	<ul style="list-style-type: none"> <li>• Build and manage business relationships</li> <li>• Provide goods and services</li> <li>• Send you marketing communications</li> </ul>
<p><b>Contact information and account registration</b> For example: name, email, postal address, telephone number, account user name and password, business contact information, and any information you may provide to us at an event or in person</p>	<ul style="list-style-type: none"> <li>• Provide goods and services</li> <li>• Creating and managing user account</li> <li>• Personalize your experience</li> <li>• Send you marketing communications</li> <li>• Build and manage business-to-business relationships</li> <li>• Protect our services and properties</li> </ul>
<p><b>Transactional</b> For example: payment details, purchase history, delivery address</p>	<ul style="list-style-type: none"> <li>• Provide goods and services</li> <li>• Processing payment</li> <li>• Personalize your experience</li> <li>• Send you marketing communications</li> <li>• Build and manage business-to-business relationships</li> <li>• Protect our services and properties</li> </ul>
<p><b>Research and feedback</b> For example: comments that you send us through online forms and social media platforms, by email, over the phone, by mail, or in surveys.</p>	<ul style="list-style-type: none"> <li>• Provide goods and services</li> <li>• Personalize your experience</li> <li>• Build and manage business-to-business relationships</li> </ul>
<p><b>Employment information</b> Employment status, employment history, education history, curriculum vitae, information about security clearance, where necessary, your current salary, and other personal information submitted by job applicants</p>	<ul style="list-style-type: none"> <li>• Provide goods and services</li> <li>• Process employment applications</li> </ul>
<p><b>Audio and video</b> For example: audio recordings of a customer service call or security video footage if you visit one of our properties.</p>	<ul style="list-style-type: none"> <li>• Provide goods and services</li> <li>• Protect our services and properties</li> </ul>

<b>Categories of personal information we collect</b>	<b>Purposes of use</b>
<b>Device information and identifiers</b> For example: IP address, cookie IDs, browser type and language, operating system, platform type, device type, and advertising and app identifiers.	<ul style="list-style-type: none"> <li>• Provide goods and services</li> <li>• Operate and improve our website</li> <li>• Protect our services and properties</li> </ul>

### **Disclosure of information to third parties**

We will not transfer your personal information to any third party without seeking your consent, except in the following limited circumstances:

- Analytics
- Ad service
- Marketing agencies
- Payment recovery services
- Data collection & processing
- Affiliates
- Legally required disclosures.

A third-party's use of the personal information we transfer to them is only permissible for the purpose for which it was transferred. This information sharing may help us respond to your inquiry, manage our relationship with you, and to comply with legal obligations. We do not rent or sell personal information to third parties.

We may also disclose your personal information for the following: (1) to comply with applicable law, regulation, court order or other legal process; (2) to enforce your agreements with us, including this Privacy Policy; and/or (3) to respond to claims that your use of the website violates any third-party rights. If the website or our company is acquired by or merged with another company, your information will be one of the assets that is transferred to the new owner.

### **Data security, integrity, and retention**

We are committed to maintaining the security, integrity, and confidentiality of your information. We have implemented technical, administrative, and physical security measures that are designed to protect your information from unauthorized access, disclosure, use, and modification. Please be aware that no security measures are perfect or impenetrable and we cannot ensure or warrant the security of any information you transmit to us and you do so at your own risk. We will retain your personal information for the length of time needed to fulfill the purposes outlined in this privacy notice, including providing you the products and services you have requested, unless a longer retention period is required or permitted by law.

### **Social media plug-ins**

Our website may feature plug-ins for easy sharing and following our social media pages including LinkedIn, Twitter, and Facebook. Being on our website does not automatically result in sharing data on these social media networks. These plugins remain inactive (idle) until clicked upon. Once

clicked upon, you will be taken to the social media site, with their own privacy statements (which you are recommended to read).

### **Third party links & use of your information**

Our website may contain links to other websites that we do not operate. This Privacy Policy does not address the privacy policy and other practice of any third parties, including any third party operating any website or services that may be accessible via a link of this website. We strongly advise you to review the privacy policy of every site you visit. We have no control over and assume no responsibility for the content, privacy policies or practices of any third-party site or services.

### **International (cross-border) transfers of personal data**

HEICO operates on a global basis. Accordingly, we may transfer the personal information we collect to other countries where we do business, which may not have the same data protection laws as the country in which you originally provided the data. We will comply with applicable legal requirements by providing adequate protection for the transfer of personal information.

### **How to exercise your data subject rights**

If you would like to access, receive a copy, share (port) to another entity, review, update, rectify, restrict, and/or delete any personal information or data we hold about you, withdraw any consent you provided to us to process your data, or exercise any other data subject right available to you under, email [heicoprivacy@heico.com](mailto:heicoprivacy@heico.com) or write HEICO Corporation, 3000 Taft Street, Hollywood, FL 33021, USA, Attn: Privacy Request.

In order to comply with your request, we may ask you to verify your identity and/or provide additional details or descriptions related to your request. We will respond to you as quickly as possible and in accordance with applicable law.

Do note that if you do not allow us to collect or process the required personal information or withdraw the consent to process the same for the required purposes, you may not be able to access or use the services for which your information was sought.

### **California residents**

California residents have specific rights under the California Consumer Privacy Act (CCPA) and the California Privacy Rights Act (CPRA) (the “California Acts”). For more information and to exercise your rights, please see the section below titled “The California Acts.”

### **The California Acts**

Under the California Acts, California residents have certain rights regarding the personal information that businesses have about them. This includes the rights to request access or deletion of your personal information, as well as the right to direct a business to stop selling your personal information.

### **Personal Information We Collect**

We collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or device. In particular, we may have collected the following categories of personal information from consumers within the last twelve (12) months:

<b>Category</b>	<b>Examples</b>	<b>Collected</b>
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet	YES

Category	Examples	Collected
	Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.	
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.	YES
C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	YES
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	YES
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	YES
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	NO
G. Geolocation data.	Physical location or movements.	YES
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	YES

<b>Category</b>	<b>Examples</b>	<b>Collected</b>
I. Professional or employment-related information.	Current or past job history or performance evaluations.	YES
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	NO
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	YES

### **Use of Personal Information**

We may use or disclose the personal information we collect for one or more of the following business purposes:

- To fulfill or meet the reason for which the information is provided.
- To provide you with information, products or services that you request from us.
- To provide you with email alerts, event registrations and other notices concerning our products or services, or events or news, that may be of interest to you.
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collections.
- To improve our website.
- For testing, research, analysis and product development.
- As necessary or appropriate to protect the rights, property or safety of us, our clients or others.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your personal information or as otherwise set forth in the California Acts.

### **With Whom We Share Your Personal Information**

In limited circumstances, we may disclose your personal information to a third party for a business purpose.

In the preceding twelve (12) months, we have disclosed the following categories of personal information for a business purpose:

Category A: Identifiers.

Category B: California Customer Records personal information categories.

Category C: Protected classification characteristics under California or federal law.

Category D: Commercial information

Category E: Biometric Information.

Category G: Geolocation Data.

Category H: Sensory Data.

Category I: Professional or employment-related information.

Category K: Inferences drawn from other personal information.

We disclose your personal information for a business purpose to the following categories of third parties:

- Our affiliates.
- Service providers.
- Third parties to whom you or your agents authorize us to disclose your personal information in connection with products or services we provide to you.

In the preceding twelve (12) months, we have not sold any personal information.

### **The Right to Opt-out of Sale**

You have the right to direct us to not sell your personal information; however, we may retain information as needed in order to comply with legal obligations, enforce agreements, and resolve disputes.

With respect to cookies, you can always customize your settings at any time.

### **Right to Request Disclosure**

You have the right to request disclosure about what categories of personal information we have disclosed for a business purpose and the categories of third parties to whom the personal information was sold or disclosed. Additionally, you have the right to request disclosure of specific pieces of information. Below is a full list of the information that you can include in your request.

- The categories of personal information that we have collected about you
- The categories of sources from which we have collected the personal information
- The business or commercial purpose for collecting or selling the personal information
- The categories of third parties with whom we share personal information
- The specific pieces of personal information we have collected about you
- The categories of personal information that we disclosed about you for a business purpose
- The categories of personal information that we have sold about you, as well as the categories of third parties to whom we sold the information

### **Right to Request Deletion**

You have the right to request that we delete any personal information about you that we have collected from you. Please note that we may retain information as needed in order to comply with legal obligations, enforce agreements, and resolve disputes.

## **The Right to Non-Discrimination**

We will not discriminate against you (e.g., through denying goods or services, or providing a different level or quality of goods or services) for exercising any of the rights afforded to you.

## **Contact Information**

If you are a California resident and would like to exercise your rights under the CCPA, email: [heicoprivacy@heico.com](mailto:heicoprivacy@heico.com) or write HEICO Corporation, 3000 Taft Street, Hollywood, FL 33021, USA, Attn: Privacy Request.

Please include a detailed description of the specific content or information you wish to access, review, update, rectify, and/or delete. In order to comply with your request, we may ask you to verify your identity. We will respond to you as quickly as possible

## **Children's privacy**

We do not intentionally collect information on anyone under the age of 13.

## **Changes to our privacy notice**

We keep our privacy notice under regular review and we will place any updates on this web page. The date of the last update is posted at the top of this page. You are responsible for periodically reviewing this notice

## **How to contact us**

For any questions about this Privacy Notice or our privacy practices, email [heicoprivacy@heico.com](mailto:heicoprivacy@heico.com) or write HEICO Corporation, 3000 Taft Street, Hollywood, FL 33021, USA, Attn: Privacy Request.