

FLIR SYSTEMS, INC.

CORPORATE GOVERNANCE PRINCIPLES (Amended and Restated as of April 30, 2020)

Role of Board of Directors and Management

1. **Board of Directors.** The Board of Directors (the “Board”) of FLIR Systems, Inc. (the “Company”) is elected by the Company’s shareholders to oversee the Company’s business. The basic responsibility of directors is to exercise their business judgment to act in what each director reasonably believes to be the best interests of the Company and its shareholders. The Board selects and oversees the performance of a chief executive officer (the “CEO”), who, together with the senior management team, operates and manages the Company’s business.
2. **CEO and Management.** It is the responsibility of the CEO, and of senior management under the CEO’s direction, to operate the Company’s business in a competent and ethical manner to produce value for the shareholders, and to regularly inform the Board of the status of the Company’s business.

Board Size and Organization

3. **Size.** Pursuant to the Bylaws of the Company (the “Bylaws”), the Board shall consist of at least five (5) and not more than twelve (12) directors, which number shall be established or amended by resolution of the Board. The terms of office shall be as set forth in the Bylaws.
4. **Chair/Presiding Director.** The Corporate Governance Committee shall recommend and the Board shall select one of its members to serve as Chair. Any director, including the CEO, shall be eligible to serve as Chair. The Board shall also select the Chairperson of the Corporate Governance Committee as a Presiding Director to serve as leader of the Board when the Chair is unavailable or if the Board shall meet in Executive Session without the Chair of the Board present.
5. **Committees.** The Board may establish and maintain such committees as it deems necessary in accordance with the Bylaws. The Board shall, at a minimum, establish and maintain the following three committees:

Audit Committee
Compensation Committee
Corporate Governance Committee

The purpose, composition, responsibilities and duties of each committee shall be set forth in a written charter, approved annually by the Board.

Board Composition and Director Qualifications

6. **Membership Criteria and Selection.** All nominations for election to the Board shall first be approved by the Corporate Governance Committee. Directors shall be persons of integrity, with significant accomplishments and recognized business experience, who will bring a diversity of backgrounds, experiences, expertise, skill sets and perspectives to the Board. Directors are expected to commit the time necessary to prepare for and attend all regularly scheduled Board meetings and meetings of the Board committees on which they serve, as well as the annual meeting of the Company's shareholders. The CEO shall be a member of the Board.
7. **Independence.** A majority of the members of the Board, and all members of the Audit, Compensation and Corporate Governance Committees, shall be independent directors. Each director's independence shall be determined in accordance with requirements of the listing rules of the NASDAQ Stock Market LLC (the "NASDAQ Listing Rules") in effect from time to time as well as any applicable requirements of the rules and regulations of the Securities and Exchange Commission (the "SEC"). The Board will review annually the relationship that each director has with the Company (either directly or indirectly) and shall determine the independence of each director.
8. **Resignation.** Any nominee for director in an uncontested election for directors to serve on the Board who receives a greater number of votes "against" his or her election than votes "for" such election shall tender his or her resignation for consideration by the Corporate Governance Committee. The Corporate Governance Committee shall make a recommendation to the Board as to whether to accept or reject the resignation of such director, or whether other action should be taken. The Board shall act on the resignation and publicly disclose (by a press release, a filing with the SEC or other broadly disseminated means of communication) its decision regarding the tendered resignation and the rationale behind the decision within 90 days following certification of the election results. Notwithstanding the foregoing, the Board may determine to extend such 90-day period by an additional period of up to 90 days if it determines that such an extension is in the best interests of the Company and its shareholders. The director who tenders his or her resignation shall not participate in the recommendation of the Corporate Governance Committee or the decision of the Board with respect to his or her resignation. Director resignations in all other circumstances shall be made only pursuant to a written communication addressed to the Corporate Secretary of the Company.

9. **Director with Significant Change in Personal Circumstances.** The Board believes that any director who experiences a significant change in his or her personal circumstances, including a material change in employment or circumstances that reasonably may have an adverse effect on a director's continued service on the Board or the Company's business or reputation, should promptly tender a written resignation to the Board. The Corporate Governance Committee would then evaluate and recommend to the Board whether the Board should accept the resignation based on a review of whether the individual continues to satisfy the Board's membership criteria in light of his or her changed status.
10. **Outside Board Memberships.** Independent directors who are sitting CEOs shall not serve on the board of more than two publicly-traded company in addition to the Company. Independent directors who are not sitting CEOs shall not serve on the board of more than five other publicly-traded companies, in addition to the Company.
11. **Director Orientation and Education.** The Board and the Company's senior management will provide new directors with materials and briefings necessary to permit them to become familiar with the Company's business, strategic plans, significant financial, accounting and risk management issues, internal control and compliance programs and corporate governance practices. The Company will provide additional educational opportunities for its directors on an ongoing basis as necessary to enable each director to perform his or her duties as a director and Board committee member.

Board Operation

12. **Frequency of Meetings.** Regular Board meetings shall be held at least four (4) times per year and will be scheduled sufficiently in advance to accommodate directors' calendars and other commitments. Telephone and special meetings shall be held as necessary. Sufficient time will be scheduled for each regular meeting to ensure that all matters to be brought before the Board may be adequately considered and that all necessary Board deliberations may take place. Directors are expected to attend all Board meetings as well as all Annual Meetings of Shareholders, in person or by telephone, except where there are unavoidable business or personal conflicts.
13. **Executive Sessions of Independent Directors.** The independent directors shall meet in executive session without management at the time of each regular meeting of the Board. The Chairman of the Corporate Governance Committee shall serve as the Presiding Director for the executive sessions of the independent directors.
14. **Board Agenda and Materials.** The Chair shall establish the agenda for all Board meetings. Agenda items shall include those required for both operational

oversight and necessary corporate governance. Information and materials that are necessary or important for proper consideration of the agenda items will be distributed sufficiently in advance of the meeting to permit adequate prior review, and directors are expected to review all materials prior to each meeting.

15. **Management Attendees and Presentations.** Participation and presentations by management personnel at Board meetings are encouraged to assist the Board with its oversight responsibility and its evaluation of management performance.
16. **Access to Management and Independent Advisors.** Directors shall have full access to the Company's management personnel to review or discuss matters relating to the business of the Company. The CEO should be advised of all significant communications between directors and Company management. The Board and each Board committee may consult with and retain such legal, accounting or other experts, at the Company's expense, as they deem appropriate to allow them to discharge their responsibilities.
17. **Board Compensation Review.** The Compensation Committee will periodically review the level and elements of the Company's director compensation in relation to director compensation of companies of comparable size, industry and complexity. Changes to director compensation shall be subject to the approval of the full Board.
18. **Share Ownership Guidelines.** In the belief that directors and senior executives should own a reasonable number of shares of the Company's stock, all independent directors, by April 30, 2025 or within five years of Board membership (whichever is later), shall hold shares of the Company's common stock, unvested restricted shares or restricted stock units subject solely to continued service, and in-the-money stock options to purchase the Company's common stock in an amount equal in value to no less than five times the average of the annual cash retainer component of Board (but not committee) compensation ("Annual Retainer") during the immediately preceding five year period. All senior executives of the Company, defined as individuals required to file statements of ownership with the SEC pursuant to Section 16(a) of the Securities Exchange Act of 1934, as amended, shall hold shares of the Company's common stock, unvested restricted shares or restricted stock units subject solely to continued employment, and in-the-money options to purchase the Company's common stock as follows: (i) the CEO - equal to no less than five times the CEO's current base salary; (ii) the CFO – equal to no less than three times the CFO's current base salary; and (iii) all other senior executives - equal to no less than two times the senior executive's current base salary. Senior executives (including the CEO) shall have until April 30, 2025 or five years from the date of the officer's election (whichever is later) to satisfy this requirement. For purposes of this requirement, the investment value of a director's or officer's holdings will (i) be the greater of the current market price

and the market closing price on the date of vesting for shares acquired through the vesting of restricted stock units, (ii) be the greater of the current market price and the settlement price for shares acquired through the exercise of options or open market purchases, and (iii) include any other shares that are deemed beneficially owned by the director under the applicable rules and regulations of the SEC. For directors, investment value determinations made pursuant to the previous sentence will remain constant, adjusted only for stock splits. In addition, the investment value of a director's or officer's holdings will also include the value of in-the-money stock options as of the date the investment value determination is made. In the event the Board's Annual Retainer increases, the Board will establish a date by which the directors will be required to acquire any additional shares to meet the requirement set forth in this Paragraph 18. If compliance would create a severe hardship or prevent a director or senior executive from complying with a court or regulatory order, upon the recommendation of the Corporate Governance Committee, the Board may, on a case-by-case basis, modify or waive the share ownership requirements set forth above. During the five-year transition period contemplated above, (i) the prior holding requirement for directors (i.e., four times the Annual Retainer) will remain in effect, and (ii) the prior holding requirement for senior executives (i.e., four times base salary for the CEO and one times base salary for other executives) will remain in effect.

19. **Performance Evaluation of the Board.** In order to enhance and continually improve the performance of the Board, the Corporate Governance Committee shall annually evaluate the effectiveness and operation of the Board and the Board committees. The results of each evaluation will be promptly communicated to the Board. The results will also be used in evaluating the skills and attributes desired in new director candidates.
20. **Evaluation and Compensation of Management.** The Compensation Committee will annually evaluate the performance of the CEO and review with the CEO his/her performance evaluation of other executive officers of the Company. The Compensation Committee will review and recommend to the Board the compensation of the CEO and review and approve the compensation of the executive officers other than the CEO. The compensation of the CEO and all other executive officers of the Company shall be approved by the Board or by the Compensation Committee meeting in executive session (except that, when considering compensation of executive officers other than the CEO, the CEO may be present). The Compensation Committee will promptly review with the CEO and share with the full Board the results of the CEO evaluation prior to the approval by the Board of CEO compensation.
21. **Related-Party Transactions.** All related-party transactions must be approved or ratified by the Audit Committee. A "related-party transaction" for these purposes

shall mean a transaction for which disclosure would be required pursuant to Item 404 of Regulation S-K.

22. **Succession Planning.** The Board will identify and periodically update the desired skills, qualities and characteristics necessary for an effective CEO of the Company. With the assistance of the Compensation Committee and the CEO, the Board will develop and maintain a succession plan with respect to the CEO position and other senior management positions. The CEO will annually make a succession planning report to the Board that will include specific assessments and recommendations. The Board and CEO will have an emergency succession plan in place for interim and transition leadership in the event of unforeseen or untimely vacancies in critical senior management positions.
23. **Communication with Third Parties.** The Board believes that the members of management are the primary spokespersons for the Company, although management may, from time to time, request individual directors to meet or otherwise communicate with various constituencies that are involved with the Company.
24. **Confidentiality.** In order to facilitate open discussions, the Board believes maintaining confidentiality of information and deliberations is imperative. Each director has a fiduciary obligation to maintain the confidentiality of information received in connection with his or her service as a director or committee member.

Codes of Ethics

The Company shall at all times maintain a Code of Ethical Business Conduct (the "Code") for its directors, officers and employees that will, at a minimum, address conflicts of interest and compliance with applicable laws, rules and regulations. All directors, officers and employees of the Company shall annually certify compliance with the Code. The Code shall comply in all respects with applicable regulations or requirements adopted from time to time by the SEC and the NASDAQ Listing Rules. The Company shall also maintain an effective compliance mechanism, which shall provide for the prompt disclosure of any waivers granted to officers or directors. Any waiver of the Code for a director or an officer of the Company may be reviewed by the Corporate Governance Committee of the Board and shall be approved by the full Board. The Code will be publicly available on the Company's website.

The Company shall also at all times maintain a Code of Ethics for Senior Financial Officers that complies in all respects with applicable regulations or requirements adopted from time to time by the SEC and the NASDAQ Listing Rules. All senior financial officers of the Company shall annually certify compliance with the Code of Ethics for Senior Financial Officers. The Corporate Governance Committee will assess compliance with this Code of Ethics for Senior Financial Officers, report material violations to the Board and as otherwise required by applicable law or regulation and recommend to the Board appropriate action for any violation. Any waiver of the

Code of Ethics for Senior Financial Officers may only be made by the full Board, and the full Board will take any steps necessary to ensure that such waiver is publicly disclosed to the extent and in the manner required by applicable law or regulation. The Code of Ethics for Senior Financial Officers will be publicly available on the Company's website.