

FLUIDRA

Creating the Perfect Pool Experience **Responsibly**





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A MESSAGE FROM THE **PRESIDENT & CEO**

2022 was a challenging year. Against a difficult macroeconomic backdrop marked by global inflation, a supply chain and inventory correction and an ongoing war in Ukraine, our team had to constantly adapt to change and stay focused on the things we could control.

The fact that we saw a 9% increase in top-line growth is testament to our team's ability to stay agile and focused amidst uncertainty.

As further testament to our team's resiliency, we also made significant progress executing towards the targets within our Responsibility Blueprint, which lays out clear environmental, social and governance goals for Fluidra through 2026 and beyond.

To name a few highlights, we achieved our 2022 goal of sourcing more than 80% of our electricity from renewable sources; made substantial progress reducing the gender wage gap, positioning us to reach our 2024 target; and saw improvement in our ratings from important bodies like the CDP and S&P.

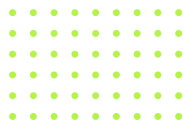
How we conduct our business matters, and we are committed to driving our ESG plan forward to be the global leader in this space as we continue to innovate and reimagine what the perfect pool experience looks like for all our stakeholders, pool professionals, consumers, employees, investors, suppliers and society.

“How we conduct our business matters, and we are committed to driving our ESG plan forward to be the global leader in this space.”



Eloi Planes
Executive President

Bruce Brooks
CEO



MISSION, VISION & VALUES

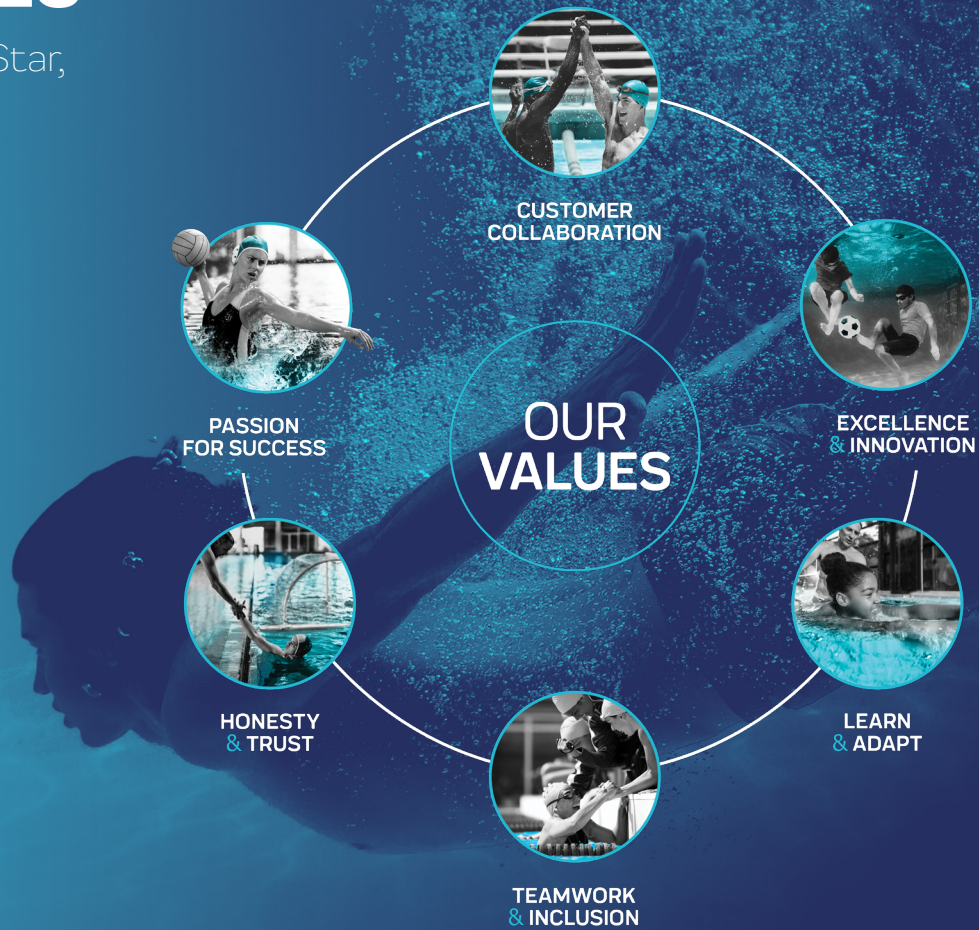
Fluidra's mission, vision and values are our North Star, guiding the daily decision-making of our team to ensure we build a resilient culture across our organization.

Mission

To create the perfect pool and wellness experience responsibly

Vision

To enhance lives through innovative and sustainable solutions that transform the way people enjoy water for recreation and health



FLUIDRA AT A GLANCE



€1.40

Cash EPS



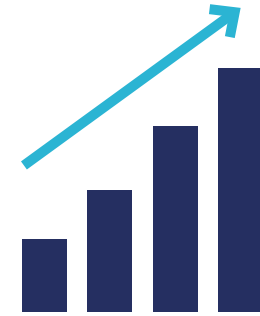
€0.85

Dividend
(per share)



€2,389M

Sales



€512M

EBITDA

2.6x

Net debt/EBITDA

6,771

Employees

47

Countries



Our
Responsibility
Blueprint

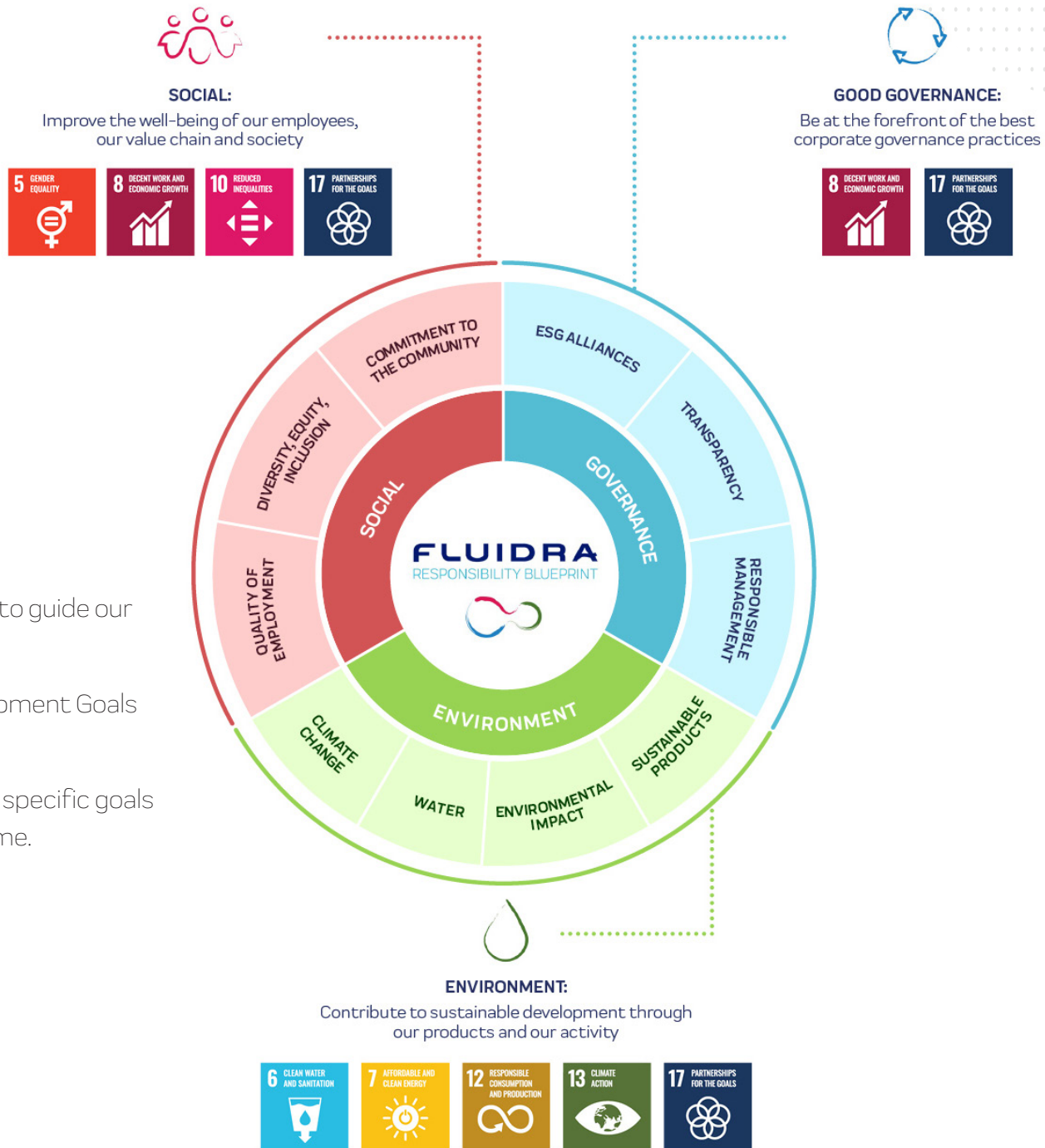


RESPONSIBILITY BLUEPRINT: OUR ROADMAP

Our Responsibility Blueprint provides a clear roadmap to guide our business direction and decision-making.

Our ESG framework aligns to 9 UN Sustainable Development Goals and breaks down our plan into 10 focus areas.

Within each of the 10 focus areas we have established specific goals and timelines so we can measure our progress over time.



ENVIRONMENTAL

FOCUSING ON **SUSTAINABLE** PRACTICES & SOLUTIONS

Our core activity as a company—providing the best pool experience possible for our customers—revolves around water, whether for leisure, recreation or wellness. As such, it is central to our business that we take actions that support the responsible management of water and other natural resources.

Our plan focuses on four areas:

- 1 Water management
- 2 Reduction of our environmental impact
- 3 Practices that counteract climate change
- 4 Development of more sustainable products

“It is central to our business that we take actions that support the responsible management of water and other natural resources.”



Environmental
Impact



Sustainable
Products

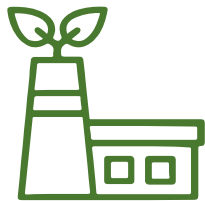


Climate
Change



Water

ENVIRONMENTAL ACHIEVEMENTS & COMMITMENTS



9 Companies

certified in accordance with **ISO 14001**

Target: 18 in 2026

45%

% of **Sustainable products** sold

Target: 80% in 2035



27.1%

of waste sent to landfill

Target: 15% in 2026



ENVIRONMENTAL ACHIEVEMENTS & COMMITMENTS



15,653 tCO₂eq
Emissions

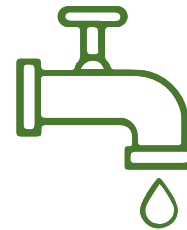
-11% vs 2021

-10% Emissions reduction
target for 2023*

*Scope 1&2

Reduce the ratio of energy
consumption per sales (k€)
by 3% annually

0,172 in 2022 -15.4% vs 2021



0.070

+8.4% vs. 2021

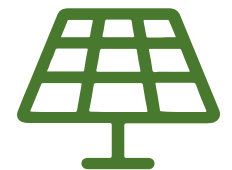
Ratio of water consumption
per sales in 2022

Reduce the ratio of water consumption
per sales (€) by 3% annually

83%

Renewable electricity

Target: 100% in 2027



CREATING A MORE SUSTAINABLE POOL



CIRCULAR

High quality products that are made from sustainable materials, which are repairable, reusable, recyclable and/or biodegradable



CHEMICAL REDUCTION

Solutions that reduce or avoid the use of chemicals



LOW CARBON

Products that have been manufactured in a more sustainable manner



ENERGY EFFICIENCY

Solutions that save or reduce energy consumption



WATER CONSERVATION

Products that reduce the consumption of water

Example of products that contribute to a more sustainable pool

**Astral Pool®
Plus Silent**
Variable-speed pump

DEL AOP®
Ozone/UV pool
sanitizer system

Cover-Pools®
Automatic pool covers

14% of product sales
currently meet our
carbon reduction goal

CLIMATE CHANGE

Climate change poses a series of challenges for all of us and is a core focus within the environmental pillar of our Responsibility Blueprint.

Our management approach is based on both mitigation and adaptation to climate change. As a result, we are working to analyze and quantify the potential risks and opportunities arising from this phenomenon, as well as taking action to reduce our CO2 footprint.



Fostering the use of renewable energy

In 2022, we increased our utilization of renewable energy from 60% in 2020 to 83% in 2022 (target: 100% in 2027), due to the following initiatives:



Grid Supply



Self-Consumption
Solar Panels



Energy Attribute
Certificates (EACs)



Due to LEAN methodology, more than

418,700 kWh
of energy saved



6,000

solar photovoltaic panels installed at six of our facilities in 2022.

ENVIRONMENTAL PRIORITIES



Sustainable Products

We will implement principles of the circular economy into our products, from development and design through end-of-life. We are focusing on sustainable materials, recyclability, improvements in efficiency and innovative business models and programming that reduce a product's impact throughout its lifecycle.



Climate Change

In addition to focusing on reducing our energy consumption, we will continue to increase our use of renewable energy by changing power supply, installing solar panels and/or switching to fuels that carry a reduced impact. We will continue to purchase Energy Attribute Certificates to offset projects and pursue our emission reduction strategy consistent with Scope 3.



Water

While our production processes are not water-intensive, we will conduct efficiency audits to reduce water use and promote internal reuse, in addition to driving market adoption of pool technologies, such as automatic pool covers, that reduce water consumption.



Environmental Impact

We will progress in the certification of the Environmental Management System of our production plants and manage resources in a manner that follows established best practices.

SOCIAL

IMPROVING WELLBEING

We aim to support, foster and ensure the social welfare of people both inside and outside the organization.

Our plan focus on three areas:

- 1 Diversity, equity & inclusion
- 2 Quality employment
- 3 Commitment to the communities we work and live in

“ We aim to support, foster and ensure the social welfare of people both inside and outside the organization. ”



Quality
Employment



Diversity, Equity
& Inclusion



Commitment to
Community

SOCIAL ACHIEVEMENTS & COMMITMENTS



90%

Employee engagement
In the 2022 annual employee survey
Target: >80% engagement in 2025

1.07

Accident Rate
Target: 0.8 in 2023



Assess potential human rights impacts throughout the entire value chain

10 impacts assessed until 2022





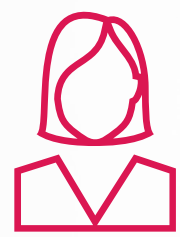
SOCIAL ACHIEVEMENTS & COMMITMENTS



Diversity, Equity & Inclusion



Commitment to Community



36%

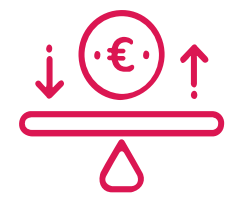
Females in **MAC & MAC-1** succession plans

Target: 38% in 2023

5.4%

Gender wage gap narrowed

Target: Achieve a net 0 gender wage gap (adjusted) by 2024



€1,007,665

Invested in social action



1M

beneficiaries by 2030

EMBRACING DIVERSITY



Gender Culture
Race
Ethnicity Generations Disabilities LGBTQ+



With approximately 7,000 people employed in 47 countries, our workforce is characterized by its diversity—a value that is woven into the fabric of Fluidra.

“This initiative exemplifies our commitment to the social wellbeing and inclusivity of Fluidra on a global scale.”



% WOMEN IN WORKFORCE

35%
2022



NUMBER OF NATIONALITIES

73
2022



AVERAGE WORKFORCE
AGE / % UNDER 30 YEARS OLD

41.84/14.3%
2022



PEOPLE WITH DISABILITIES

51
2022



SOCIAL ACTION AT FLUIDRA

Water safety is one of our primary focus areas. As such, we support a range of organizations, such as SAFER water Warrior and Swim to Survive in Australia and Step Into Swim in the US, which promote and provide swim lessons and water safety courses for children.

Fundació Fluidra

In 2016 we created Fundació Fluidra to better focus our social responsibility initiatives to maximize their impact on society.

While we focus on a range of activities, our core mission is to ensure that everyone—particularly disadvantaged communities—have access to pools and the physical and therapeutic benefits they provide.

In 2022, we set aside €750,000 to fund a broad range of initiatives, from constructing a training pool at a school in Dakar (Senegal) to donating 7 pools in Columbia and Spain to funding our KAG-25 project in Senegal, which aids a local Karang community in converting a 25-hectare farm into a profitable business operation by introducing concepts such as production optimization and the use of solar irrigation.



SOCIAL PRIORITIES



Employees

We will improve the employee experience through annual surveys deployed globally.

Surveys will result in concrete action plans to address pain points and address the opportunities identified.



Human Rights

We will define an action plan to prevent and mitigate potential human rights impacts across our supply chain.

Critical actions will include audits to identify risks as well as training and education to prevent incidents.



DEI

We will conduct salary audits and define an action plan to work towards our goal of eliminating the wage gap.

We will support the launch of our new Embracing Diversity strategy by establishing a global ambassador program across the organization.



Community

Promote the development of community work and corporate volunteering across Fluidra in order to contribute and respond to the needs within the locations we live and work.

GOVERNANCE

MANAGING OUR BUSINESS RESPONSIBLY

We are committed to operating our business in a responsible manner, both in our activities and throughout our value chain, with the goal of promoting positive, trustworthy and sustainable relationships with all stakeholders—customers, vendors and investors.

Our governance plan focuses on three areas:

- 1 Managing our business responsibly
- 2 Being transparent with ourselves and stakeholders
- 3 Developing key strategic alliances that support our overall ESG program

“ We are committed to operating our business in a responsible manner, both in our activities and throughout our value chain. ”



Responsible
Management



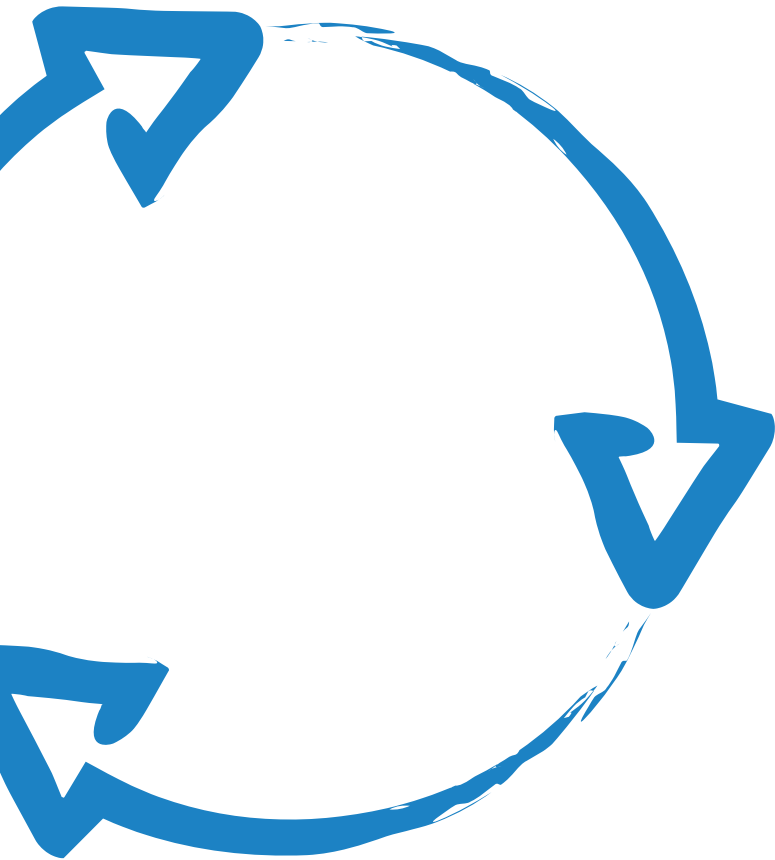
Transparency



ESG Alliances

GOVERNANCE

ACHIEVEMENTS & COMMITMENTS



Analyze

ESG risks

across all Fluidra companies



Monitor compliance with our principles through evaluations and audits:

324 Suppliers assessed on ESG issues (350 by 2026)

Extended our ESG commitments throughout the entire supply chain

53%

of suppliers trained on ESG topics - percentage based on procurement volume (75% by 2026)

Improve customer satisfaction by

10%

7.7 out of 10 in 2022



GOVERNANCE ACHIEVEMENTS & COMMITMENTS



+6 Points

to 66 points in the 2022
S&P CSA Questionnaire

Target: 80 points by 2030

B in CDP

(B- in 2020)

71

S&P ESG profile score

Increase the number of ESG
partnerships with leading organizations

Fluidra is part of

UN Global Compact

& FUNDACIÓN EMPRESA Y CLIMA



FUNDACIÓN
EMPRESA &
CLIMA

PROMOTING **RESPONSIBLE** BUSINESS BEHAVIOR

We put emphasis on establishing long-term relationships with suppliers in order to educate them and convey our commitment to responsible business conduct throughout our supply chain.

To support this, in 2017 our Management Action Committee (MAC) approved an update to our Procurement Policy, which incorporated ESG criteria in the requirements we provide to suppliers. These commitments were reinforced at the end of 2021 with the approval of a new Supplier Qualification Procedure, which has the aim of further defining the minimum criteria (environmental, social, corporate governance, regulatory compliance, information security and financial) that suppliers must meet in order to work with any of the companies within the Fluidra business portfolio.

This new procedure, which took effect in 2022, applies to all suppliers (new or existing) classified as “critical” (i.e., annual purchasing volume greater than €500,000) who produce or supply products that are considered complex, strategic or subject to strict legal and regulatory requirements.



COMMUNICATION AND ACCEPTANCE OF THE CODE OF ETHICS FOR SUPPLIERS



COMPLETION OF THE ASSESSMENT QUESTIONNAIRE



AUDITS AND ONSITE VISITS



SUPPLIER QUALIFICATION

GOVERNANCE PRIORITIES



Responsible Management

We will assist our suppliers in improving their ESG performance through training, assessments, audits and action plans to measure and ensure their compliance with our ESG requirements and code of ethics.



Ratings

Ratings and indexes are to form the basis of our performance against the goals of the Responsibility Blueprint in order to improve and standardize the information we provide to stakeholders. This will help ensure transparency and enable us to better measure our initiatives using commonly understood benchmarks.



ESG Partnerships

We will continue to leverage strategic partnerships that enable sharing of expertise and best practices to help us achieve our ESG goals at an accelerated pace.



ESG Risks

We will continue to analyze the environmental and social risks to which the organization is exposed in order to define mitigation and adaptation plans as well as detect opportunities that benefit our people, communities, our business and the environment.

RECOGNITION & AWARDS

INDUSTRY RECOGNITION

Supplier of the Year



Product awards



RATINGS



B (Management level)

2021

B- (Management level)

2020

S&P Global Ratings

66/100
2022

60/100
2021

Based on the Corporate Sustainability Assessment (CSA questionnaire)

GOVERNANCE AWARDS



Inversión a Fondo award
by El Economista
(Newspaper)



Legal Team of the Year award
by Iberian Lawyer Magazine



XXII Prix Pyrénées by
the French Chamber of
Commerce and Industry of
Barcelona.



IX Faro del Mediterráneo Award
granted by the Italian
Chamber of Commerce of
Barcelona



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For full details on our Responsibility Blueprint,
see our 2022 Annual Integrated Report at [Fluidra.com](https://fluidra.com)

