



FLUIDRA
THE PERFECT POOL EXPERIENCE

2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS

May 8 – 12:30

Disclaimer

This document is for information purposes only and does not constitute an offer to sell, exchange or buy, or an invitation to make offers to buy, securities issued by any of the companies mentioned. This financial information has been prepared in accordance with international financial reporting standards (IFRS). However, as it has not been audited, the information is not definitive and may be modified in the future.

The assumptions, information and forecasts contained herein do not guarantee future results and are exposed to risks and uncertainties; actual results may differ significantly from those used in the assumptions and forecasts for various reasons.

The information contained in this document may contain statements regarding future intentions, expectations or projections. All statements, other than those based on historical facts, are forward-looking statements, including, without limitation, those regarding our financial position, business strategy, management plans and objectives for future operations. Such forward-looking statements are affected, as such, by risks and uncertainties, which could mean that what actually happens does not correspond to them. These risks include, amongst others, seasonal fluctuations that may change demand, industry competition, economic and legal conditions, restrictions on free trade and/or political instability in the markets where the Fluidra group operates or in those countries where the group's products are manufactured or distributed. The Fluidra group makes no commitment to issue updates or revisions concerning the forward-looking statements included in this financial information or concerning the expectations, events, conditions or circumstances on which these forward-looking statements are based.

In any event, the Fluidra group provides information on these and other factors that may affect the company's forward-looking statements, business and financial results in documents filed with the Spanish national securities market commission. We invite all interested persons or entities to consult these documents.

Alternative Performance Measures (APMs)

This document and any related conference call or webcast (including a Q&A session) contain, in addition to the financial information prepared in accordance with IFRS, alternative performance measures ('APMs') as defined in the Guidelines issued by the European Securities and Markets Authority ('ESMA') on October 5, 2015.

APMs are used by Fluidra's management to evaluate the group's financial performance, cash flows or financial position in making operational and strategic decisions for the group and therefore are useful information for investors and other stakeholders. Certain key APMs form part of executive directors, management and employees' remuneration targets.

APMs are prepared on a consistent basis for the periods presented in this document. They should be considered in addition to IFRS measurements, may differ to definitions given by regulatory bodies relevant to the group and to similarly titled measures presented by other companies. They have not been audited, reviewed or verified by the external auditor of the Fluidra group. For further details on the definition, explanation on the use, and reconciliation of APMs, please see the appendix as well as the "Alternative performance measures" document from our website here ([link](#)).



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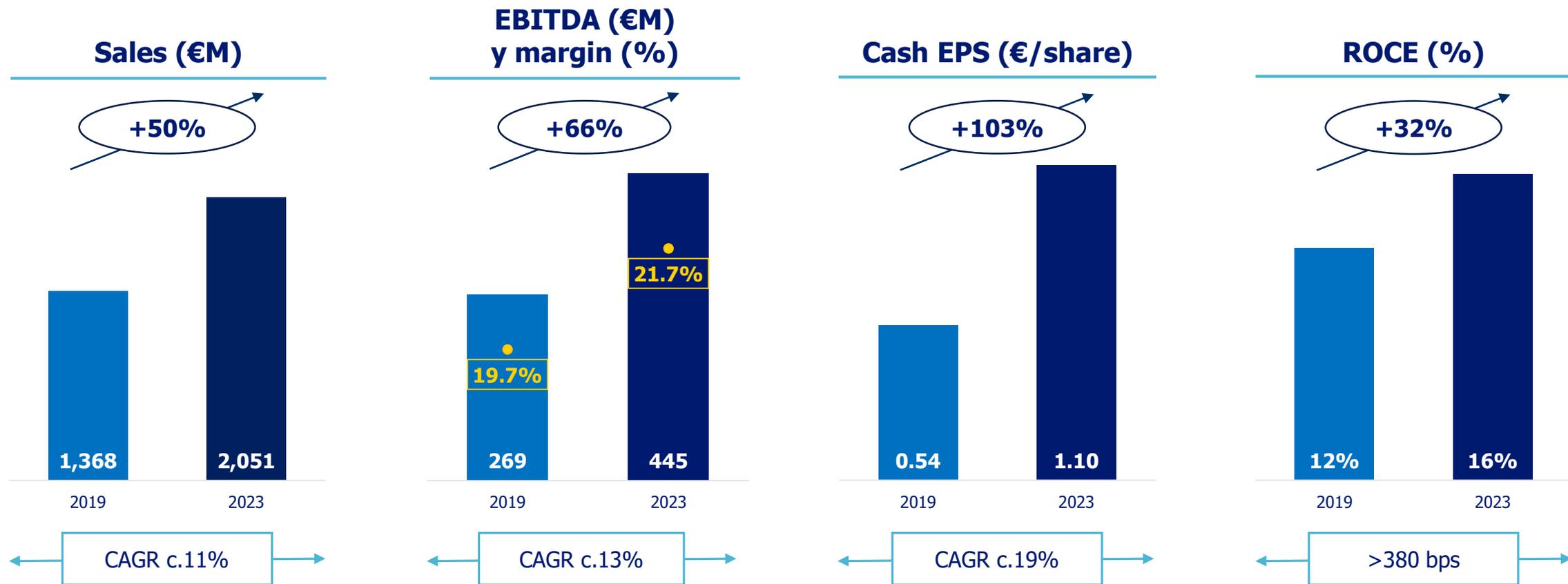
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CEO's report

FY 2023

First quarter 2024

A structurally stronger business today



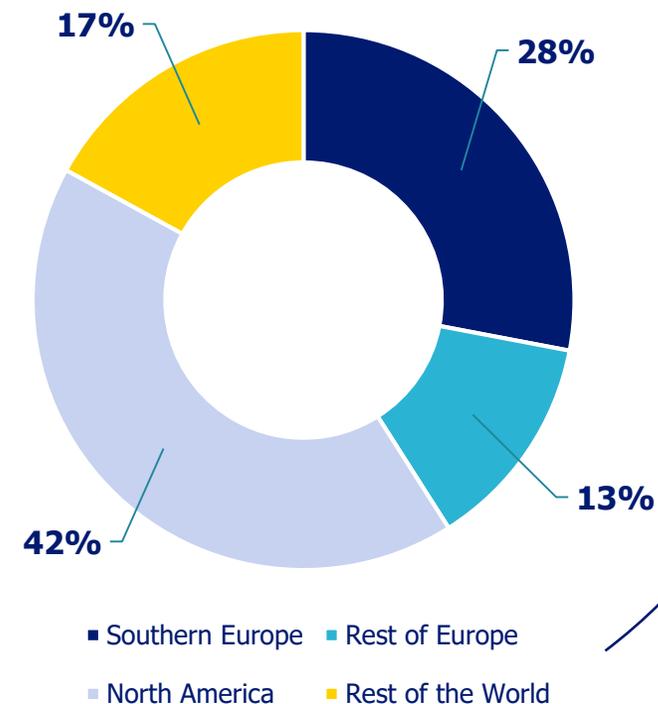
All key metrics well above pre-pandemic levels

2023 results

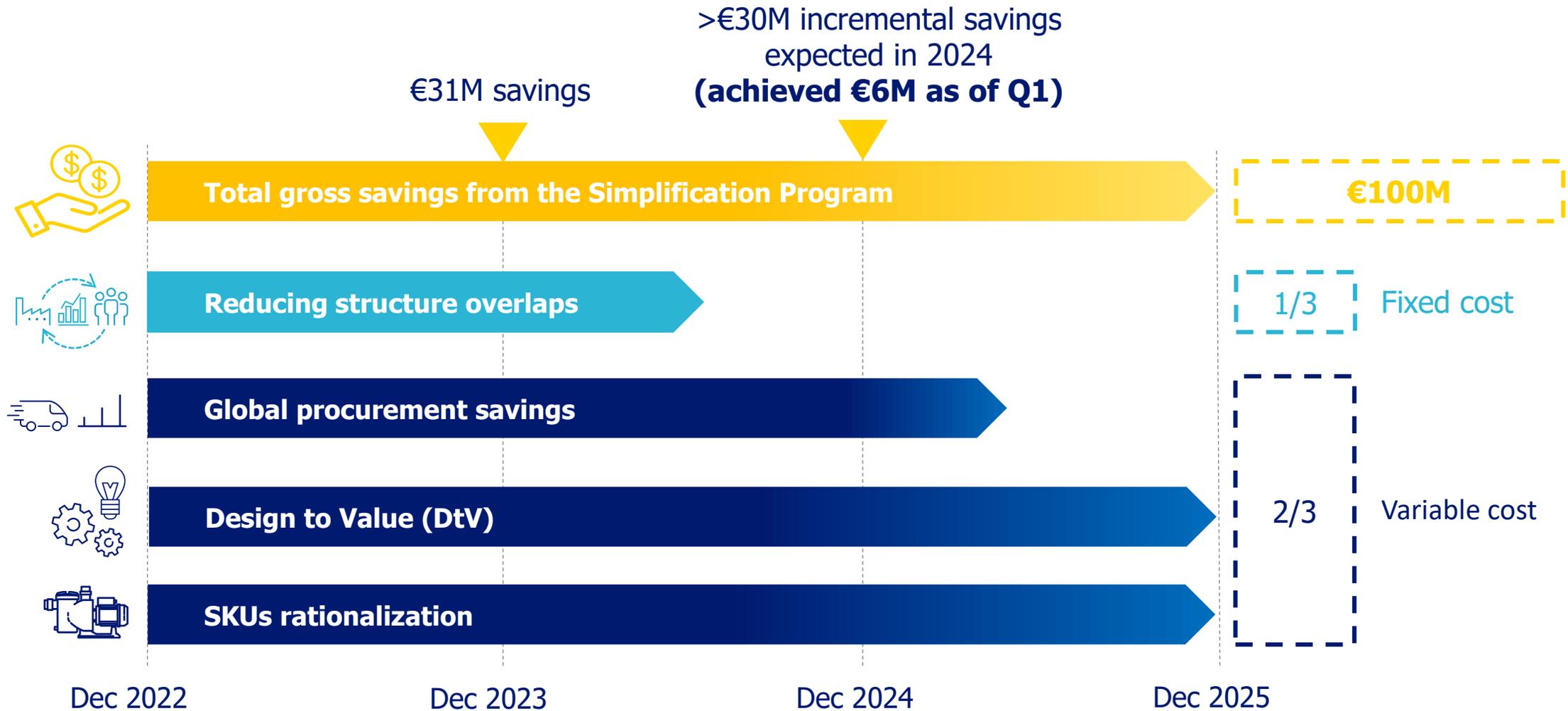
€M	2022	2023	% Evol.
Sales	2,389	2,051	(14.2%)
EBITDA	512	445	(13.0%)
Cash EPS (€/share)	1.40	1.10	(21.4%)
DPS (€/share)	0.85	0.70	(17.6%)
Operating net working capital	569	374	(34.4%)
Net debt / EBITDA	2.6x	2.6x	-

- Performance in line with expectations in a challenging environment
- Margin expansion despite lower volumes
- Strong cash generation and net debt reduction
- Awarded “Vendor of the Year” by the main US distributors for the third year in a row

SALES BY GEOGRAPHICAL AREA



Simplification Program on track and delivering



Sustainability as a pillar for future growth



ENVIRONMENT

Contributing to the sustainable development with our products and activities



SOCIAL

Improving the well-being of our employees, value chain and society



GOVERNANCE

Leading through best corporate governance practices

	2023 performance	Progress
Carbon neutrality Become a carbon neutral business in scopes 1 and 2 by 2027	43% reduction vs base year (2021)	✓
Sustainable products Have >80% of our products classified as sustainable by 2035	51%	✓
Wage gap Achieve a net adjusted gender wage gap by 2024	1.7%	✓
Level of engagement Reach a level of engagement of >80% of our staff by 2025	89%	✓
Social pool Reach 1 million people through social action by 2030	28,055	✓
ESG ratings Achieve an S&P score of 80 by 2030	66	✓
Customer satisfaction Increase customer satisfaction ratings by 10% by 2025	7.83	✓

Holistic offering for a more sustainable pool

THE CORE FOUR PRODUCTS

Four product solutions that increase a pool's overall efficiency

POOL COVERS



WATER CONSERVATION



UP TO **95%** OF WATER EVAPORATION PREVENTION

Savings could be up to 4000L of water per month

SALT WATER CHLORINATORS



CHEMICAL REDUCTION



100% DISINFECTION CHEMICALS REDUCTION

As they naturally generate it from the small amount of salt present in pool's water

CARTRIDGE FILTERS



WATER CONSERVATION



600L OF WATER SAVINGS

Compared to media filters since they do not require backwashing

VARIABLE SPEED PUMPS



ENERGY EFFICIENCY



60% GREATER EFFICIENCY

Compared to traditional single-speed pumps, saving more than 700 kW/year

CEO's report

FY 2023

First quarter 2024

Q1 2024 results and FY 2024 guidance

	Q1 2023	Q1 2024	% Evol.	Guidance 2024
Sales (€M)	554	527	(4.8%)	2,000 – 2,150
EBITDA (€M)	121	118	(1.9%)	440 – 490
Cash EPS (€/share)	0.31	0.31	(1.9%)	1.07 – 1.25

1. Q1 in line with expectations

- Aftermarket demand remains resilient
- Sales reflect less trading days
- Strong gross margin expansion despite lower volumes, driven by the Simplification Program
- Solid balance sheet. Improved working capital and net debt levels YoY

2. Reinforcing our leadership in an attractive industry

3. FY 2024 guidance unchanged



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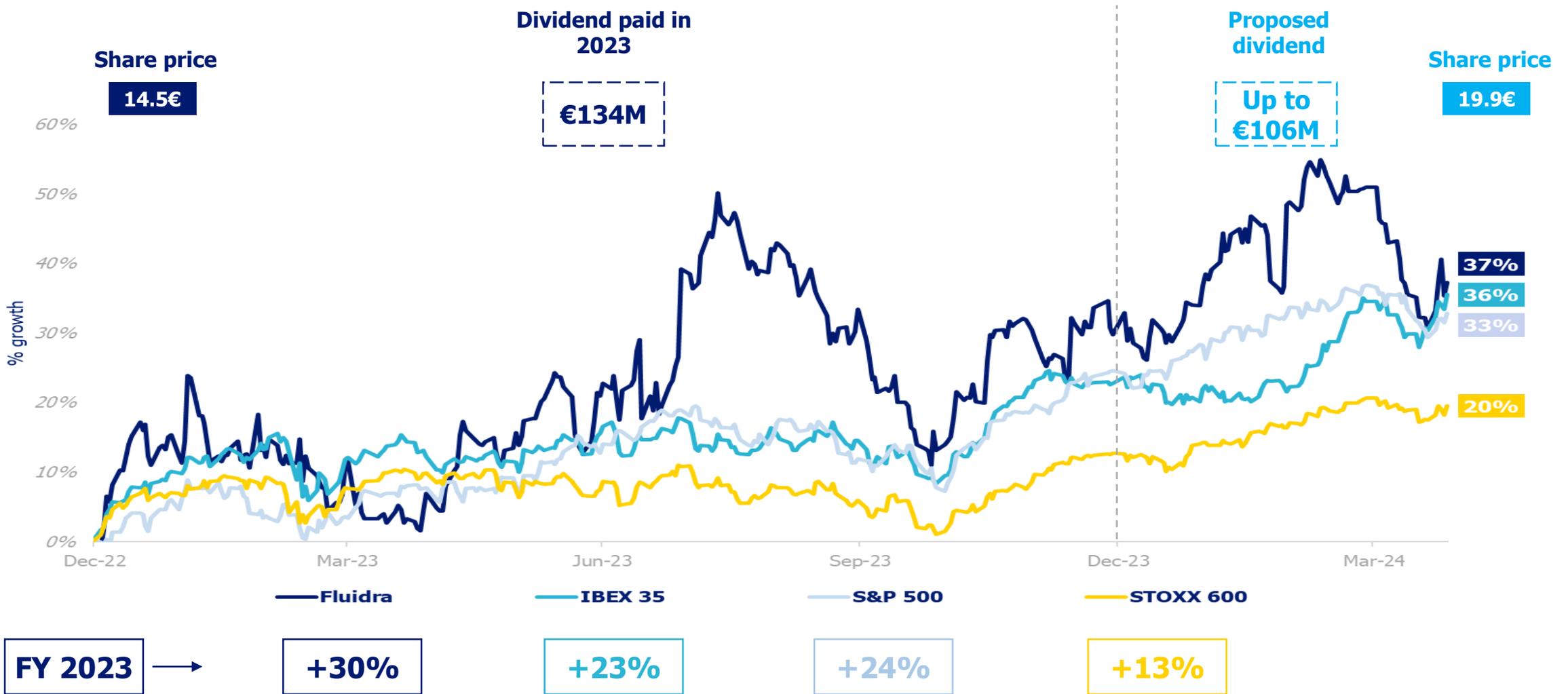
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Shareholder remuneration



Corporate governance



- Creating value with honesty and transparency for shareholders, employees and society

- Progressing with recommendations of the CNMV's Good Governance Code
- Aim to comply with the 40% threshold of gender diversity in the Board by June 2025 – Evolution of women incorporations to the Board over the last 5 years:

2019	2022	2023	2024
0%	17%	23%	29%

- Re-election of Ms. Esther Berrozpe Galindo and Mr. Brian McDonald as independent directors of the Company
- Appointment of Ms. Olatz Urroz García as independent director of the Company

- Ongoing progress in the Audit Committee and the Appointments and Remuneration Committee aligned with good governance best practices

Report on the activity of the Audit Committee



- Oversight of quarterly, half year and full year financial closings
- Oversight of ongoing progress in adopting CNMV's Good Governance recommendations
- Monitoring the external auditor's (E&Y) contract and work performed for financial and non-financial reporting
- Oversight of the Internal Audit function and results of its internal review
- Oversight of the action plan in the area of non-financial reporting in compliance with the EU regulation on taxonomy for Sustainable Finance
- The Committee reviewed the company's progress in the following critical areas:
 - Review of Cybersecurity's plan
 - Risk management review and update
 - IT roadmap and investment
 - Tax strategy
 - Verification of the successful integration of newly acquired companies through reviews by Internal Audit department
- Oversight of the Compliance area, including development of policies and adaptations to the new regulation concerning the whistleblowing channel

Report on the activity of the Appointments and Remuneration Committee



- Board 's internal assessment and definition of an action plan
- Changes in the composition of the Board and Committees
- Talent map review and succession planning for key positions
- Succession of the Chief HR Officer position completed with the appointment of Ms. Sandra Silva
- MAC appointments: Ms. Clara Valera (Strategy, Investor Relations and M&A Senior Director) and Ms. Valentina Tripp (ANZ + ASIA General Manager)
- Analysis and definition of measures to increase gender diversity in the Board
- Global strategy analysis of HR 2024-26 aligned with the organization model and strategic plan
- Review of Executive Directors and Management Team remuneration
- Confirmation of the features of the 2nd LTI cycle 2022–26 for executives and monitoring of the 1st cycle evolution
- Reviewed report on global shares purchase plan for employees (Spain, US and Australia) and monitoring for improvement
- Assessment of the 3rd engagement survey results (engagement level, Employee Net Promote Score and levers) and proposed measures
- Monitoring of the wage gap to comply with the 2024 goal
- Assessment of Pulse ESG conclusions with regard to the ESG-related strategy and action plan
- Update of Policies, amendments of the Corporate Bylaws (Board composition) and regulation of the Board



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Vote on the proposals for agreements



- 1** First Item Approval of the annual financial statements and of the management report, both of the Company and of its consolidated group of companies, for the financial year ended December 31, 2023
- 2** Second Item Approval of the non-financial information consolidated statement of Fluidra, S.A. for the financial year ended December 31, 2023
- 3** Third Item Approval of the proposed allocation for the financial year ended December 31, 2023
- 4** Fourth Item Approval of the management by the Board of Directors during the financial year 2023
- 5** Fifth Item Reelection of the statutory auditor for both the Company and its consolidated group of companies, for the financial year 2025
- 6** Sixth Item Amendment of article 36 (composition of the Board of Directors) of the Company's Bylaws
- 7** Seventh Item Having fixed the number of directors at fourteen (14), in the event of approval of the amendment of the Company's Bylaws referred to in item 6 on the agenda, appointment of Ms. Olatz Urroz García as independent director of the Company

Vote on the proposals for agreements



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| 8 | Eighth Item | Re-election of directors: |
| | Item 8.1 | Re-election of Ms. Esther Berrozpe Galindo as an independent director of the Company |
| | Item 8.2 | Re-election of Mr. Brian McDonald as an independent director of the Company |
| 9 | Ninth Item | Consultative vote on the annual report on directors' compensation for the financial year 2023 |
| 10 | Tenth Item | Approval of the director compensation policy for the remaining of the financial year 2024 and the financial years 2025, 2026 and 2027 |
| 11 | Eleventh Item | Approval of the maximum annual fixed compensation for directors in their capacity as such |
| 12 | Twelfth Item | Delegation of powers to notarize, construe, supplement, implement, remedy and execute the resolutions adopted by the Shareholders' Meeting |



Thank you!