

REGULATIONS OF THE APPOINTMENTS AND COMPENSATION
COMMITTEE OF FLUIDRA, S.A.

March 25, 2021

CONTENTS

| | |
|--|----|
| CHAPTER I. – PRELIMINARY | 4 |
| Article 1.- Origin and purpose | 4 |
| Article 2.- Interpretation | 4 |
| Article 3.- Amendment..... | 4 |
| Article 4.- Dissemination | 4 |
| CHAPTER II.- FUNCTIONS OF THE APPOINTMENTS AND COMPENSATION COMMITTEE | 5 |
| Article 5.- Basic principles of action | 5 |
| Article 6.- Basic functions of the Committee | 5 |
| Article 7.- Functions relating to the composition of the Board of Directors and its Committees | 6 |
| Article 8.- Functions relating to the appointment, reappointment and removal of Directors | 7 |
| Article 9.- Functions relating to the evaluation and assessment of competences and of the Board of Directors, its Committees and its members | 8 |
| Article 10.- Functions relating to the remuneration of the Board of Directors of the Company and senior executives | 8 |
| Article 11.- Other functions entrusted to the Appointments and Compensation Committee | 9 |
| CHAPTER III.- COMPOSITION | 10 |
| Article 12.- Quantitative and qualitative composition | 10 |
| Article 13.- Posts..... | 10 |
| Article 14.- Term of office | 11 |
| Article 15.- Removal from office | 11 |
| Article 16.- Training plan | 11 |
| CHAPTER IV.- FUNCTIONALITY | 12 |
| Article 17.- Annual work plan | 12 |
| Article 18.- Meetings | 12 |
| Article 19.- Notice of meetings | 12 |
| Article 20.- Venue | 13 |
| Article 21.- Constitution | 13 |
| Article 22.- Resolutions..... | 13 |
| Article 23.- Conflicts of interest | 14 |
| Article 24.- Attendance | 14 |
| CHAPTER V.- RELATIONS | 14 |
| Article 25.- Relations with the Board of Directors..... | 14 |
| Article 26.- Relations with the Management of Fluidra | 14 |
| CHAPTER VI.- PREROGATIVES OF THE APPOINTMENTS AND COMPENSATION COMMITTEE, DUTIES OF ITS MEMBERS AND EVALUATION OF ITS FUNCTIONING..... | 15 |
| Article 27.- Prerogatives | 15 |
| Article 28.- Duties of the members of the Appointments and Compensation Committee..... | 15 |

Article 29.- Evaluation. Activity Report 15
Article 30.- Entry into force 16
SCHEDULE I - ACCEPTANCE OF THE REGULATIONS 17

REGULATIONS OF THE APPOINTMENTS AND COMPENSATION COMMITTEE OF FLUIDRA, S.A.

CHAPTER I. – PRELIMINARY

Article 1.- Origin and purpose

1. These Regulations have been approved by the Board of Directors of FLUIDRA, S.A. (the "**Company**") and will be reported to the Shareholders' Meeting. The purpose of these Regulations is to establish the guidelines for the Appointments and Compensation Committee's actions and the basic rules governing its organization and functioning and the conduct of its members (the "**Appointments and Compensation Committee Regulations**" or the "**Regulations**").

Article 2.- Interpretation

1. These Regulations complete the regulations applicable to the Appointments and Compensation Committee pursuant to the legislation in force, the Company's Bylaws and the Board of Directors' Regulations. They shall be interpreted in accordance with the applicable statutory and bylaw provisions and with the principles and recommendations on the corporate governance of listed companies approved or issued by the Spanish authorities and the authorities of comparable countries, or by special commissions or working groups established by virtue of the mandate of such authorities.
2. Any queries relating to the application and interpretation of these Regulations shall be resolved by the Board of Directors in accordance with the general criteria for interpretation of statutory provisions.

Article 3.- Amendment

1. These Regulations may only be amended at the proposal of the Chairman of the Board of Directors, the Chief Executive Officer or one-third (1/3) of the directors or of the Board of Directors, accompanying the amendment proposal with an explanatory report.
2. The text of the proposed amendment and the explanatory report must be attached to the call notice for the Board of Directors meeting at which the proposal will be discussed. The call notice for said meeting shall be sent at least ten (10) days in advance.
3. In order to be valid, any amendment to the Regulations shall require a resolution adopted by a majority comprising two-thirds (2/3) of the directors present at the meeting in person or by proxy. These Regulations must be updated whenever necessary in order to bring their content into line with the applicable legislation in force.

Article 4.- Dissemination

1. The members of the Appointments and Compensation Committee must be familiar, comply and ensure compliance with these Regulations. For such purposes, the Board Secretary shall provide each member of the Appointments and Compensation Committee with a copy of the Regulations on acceptance of their respective appointments or on signature of their contracts, as applicable, and they must deliver to the Secretary a signed statement, following the model attached hereto as Schedule I, indicating that they are aware of and accept the content of these Regulations, undertaking to fulfil all such obligations falling to them hereunder.

2. The Board of Directors shall adopt the appropriate measures to ensure that these Regulations are disseminated among the shareholders and the investing public in general.

CHAPTER II.- FUNCTIONS OF THE APPOINTMENTS AND COMPENSATION COMMITTEE

Article 5.- Basic principles of action

The Appointments and Compensation Committee, when exercising its powers, must comply with the basic principles of:

- (i) Responsibility, given that, as a collective body, it has specific responsibilities to advise the Board and control certain matters, as defined under these Regulations;
- (ii) Independence of action of the Appointments and Compensation Committee with respect to instructions and links with third parties that may compromise it, as well as the freedom of criteria and judgment of its members;
- (iii) Scepticism, sufficiently questioning proposals and reports provided by individuals outside the Appointments and Compensation Committee, particularly, those of the Company's executive directors and senior executives. This attitude of scepticism is especially necessary in relation to the evaluation of potential candidates for selection as independent directors when their name has been provided by executive directors or controlling proprietary directors or with significant influence;
- (iv) Dialogue, both:
 - (a) Among its members, so as to favour a diversity of opinion that enriches the Appointments and Compensation Committee's analyses and proposals, establishing a climate within the Appointments and Compensation Committee that fosters constructive dialogue among its members, promoting free speech and a critical attitude; and
 - (b) With the Chairman of the Board of Directors, the Chief Executive Officer, the Coordinating Director or, if convenient, the Company's management.

Article 6.- Basic functions of the Committee

Without prejudice to any other tasks assigned to the Appointments and Compensation Committee by law, the Bylaws or the Board of Directors, the basic functions of the Appointments and Compensation Committee shall include:

- (i) Evaluate the balance of skills, knowledge and experience on the Board, define, on that basis, the roles and capabilities required of the candidates to fill each vacancy, and decide the time and dedication necessary for them to properly perform their duties;
- (ii) Submit to the Board of Directors the proposed appointments of independent directors for their designation by co-option or for submission to a vote at the Shareholders' Meeting, as well as proposals for the re-appointment or removal of such directors by the Shareholders' Meeting;

- (iii) Report on the proposed appointments of other directors for their designation by co-option or for submission to a vote at the Shareholders' Meeting, as well as on proposals for their re-appointment or removal by the Shareholders' Meeting;
- (iv) Examine and organize, in appropriate form, the process for succession of the Chairman and the chief executive officer, making recommendations to the Board so the handover proceeds in a planned and orderly manner. For these purposes, the Appointments and Compensation Committee shall draft a succession plan that shall be regularly reviewed so as to adapt it to any new needs and circumstances of the Company;
- (v) Prepare and review the criteria to be followed in configuring the management team of the Company and its subsidiaries and in selecting candidates;
- (vi) Inform and submit to the Board of Directors the proposed appointments and dismissals of senior executives and other executives as proposed by the executive chairman and/or chief executive officer, as well as the basic conditions of their contracts. For the purposes of these Appointment and Compensation Committee Regulations, "**senior executives**" shall include at least those who perform managerial functions reporting directly to the Board of Directors, executive committees or the Chief Executive Officer, as well as the Global Director of the Internal Audit and Compliance;
- (vii) Report to the Board on the matters relating to gender diversity and the qualifications of directors pursuant to article 6.5 of the Board of Directors Regulations;
- (viii) Establish a target for representation of the underrepresented gender on the Board of Directors and prepare guidelines on how to achieve this target;
- (ix) Propose to the Board of Directors: (i) the compensation policy for directors and senior executives and (ii) the individual compensation of executive directors and senior executives and the other terms of their contracts; and
- (x) Ensure compliance with the compensation policy established by the Company and the transparency of the remuneration.

Article 7.- Functions relating to the composition of the Board of Directors and its Committees

The Appointments and Compensation Committee shall have the following duties relating to the composition of the Board of Directors and its Committees:

- (i) Review the structure of the Board of Directors and its committees and advise the Board of Directors on the most convenient configuration in terms of size and balance between the different types of directors;
- (ii) Propose to the Board of Directors a directors' selection policy aimed at promoting an appropriate composition of the Board of Directors that is concrete and verifiable, so as to ensure that the proposed appointments of directors are based on a previous analysis of the skills required by the Board, and which favours a diversity of knowledge, experiences, age and gender. The Appointments and Compensation

Committee shall run an annual check on compliance with this policy and set out its findings in the annual corporate governance report;

- (iii) Establish a representation goal for the least-represented gender on the Board of Directors and its Committees and develop guidelines on how to reach such objective;
- (iv) Ensure that when new vacancies are filled or new directors are appointed, the selection procedures are free from any implied bias entailing any kind of discrimination; and
- (v) Without prejudice to the responsibilities of the Lead Independent Director, should there be any, to review and arrange for the succession of the Executive Chairman of the Board of Directors, the Chief Executive Officer and other executive directors, if any, of the Company and, to table, where appropriate, proposals to the Board of Directors for such succession to take place in an orderly and planned manner, in line with the goals set in the directors selection policy.

Article 8.- Functions relating to the appointment, reappointment and removal of Directors

The Appointments and Compensation Committee shall have the following duties relating to the appointment, reappointment and removal of directors:

- (i) Raise all proposals for the appointment of Independent Directors to the Board of Directors for their appointment by co-optation or by submission to the decision of the General Shareholders' Meeting, as well as all proposals for the reappointment or removal of said Directors by the General Shareholders' Meeting, in accordance with the director's selection policy. The Appointments and Compensation Committee shall verify, in particular, compliance with independence requirements as established by law;
- (ii) Provide notification of all proposals for appointment of the remaining directors for their appointment by co-optation or by submission to decision of the General Shareholders' Meeting, as well as all proposals for their reappointment or removal by the General Shareholders' Meeting, in accordance with the director selection policy;
- (iii) Propose the appointment or removal of the members of the Audit Committee, the Appointment and Compensation Committee and of the Delegated Committee verifying that the necessary professional experience, skills and diversity in its composition are present. In the proposals for reappointment of directors, the Appointments and Compensation Committee shall take into account the same factors considered in the initial appointment and, in addition, shall assess the performance and evaluation of the director during the time of office as well as the ability to continue to successfully perform such position;
- (iv) Propose or report the resignation or removal of directors when: (a) they are involved in any circumstance of incompatibility or prohibition provided by law, the Corporate Bylaws or these Regulations; (b) any shareholder represented by the director fully transfers or decreases their shareholding; (c) or if they are affected by any other situations, whether or not related to their actions in the Company, that could seriously impair the Company's image or reputation; and

- (v) To ensure that the Board of Directors appropriately publicizes the reasons and circumstances for any removal of directors before the end of the term of office, whether by resignation or by resolution of the General Shareholders' Meeting.

Article 9.- Functions relating to the evaluation and assessment of competences and of the Board of Directors, its Committees and its members

The Appointments and Compensation Committee shall have the following duties relating to the assessment of competences and the evaluation of the Board of Directors, its Committees and its members:

- (i) Promote and coordinate the annual assessment of the performance of the Board of Directors, the Chairman of the Board of Directors, the Committees, its members and the executive directors;
- (ii) Submit to the Board of Directors the results of said evaluation together with a draft action plan and with recommendations to correct any deficiencies identified or to improve the functioning of the Board of Directors or its Committees;
- (iii) As part of the evaluation, the Appointments and Compensation Committee shall also monitor the attendance of the directors at meetings;
- (iv) Assess the necessary skills, knowledge and experience of the Board of Directors, for which purpose it shall: (a) prepare a matrix of competencies necessary for the Board of Directors that will help the Appointments and Compensation Committee to analyse the competencies, knowledge and experience of the directors forming part of the board and to define the functions and aptitudes required of the candidates to fill each vacancy; (b) evaluate the amount of time and dedication required to properly carry out their tasks, and (c) promote refresher programs for directors, when necessary;
- (v) To perform the evaluations, the Committee shall have the internal means it deems appropriate in each case and the support of independent external consultants at least every three years; and
- (vi) To verify the independence of any external consultant that may periodically advise the Board of Directors on the assessment of the performance of the Board of Directors and its Committees.

Article 10.- Functions relating to the remuneration of the Board of Directors of the Company and senior executives

The Appointments and Compensation Committee shall have the following duties relating to the evaluation of the remuneration of the Board of Directors and senior executives:

- (i) Propose to the Board of Directors:
 - The system and amount of annual remuneration for executive directors and senior executives;
 - The individual remuneration and all other basic conditions of executive director and senior executives contracts, including (i) fixed and annual variable compensations, (ii) long-term variable compensation, established

by the Company for its senior executives and executive directors based on the Company's equity instruments or linked to the value of such instruments (iii) any severance that may be payable in the event of early removal from office and (iv) the amounts to be paid by the Company as remuneration in kind, including insurance premiums or contributions to savings schemes, pursuant to the provisions of the internal regulations of the Company and to the remuneration policy approved by the General Meeting of Shareholders ensuring observance thereof; and

- The remuneration policies of the directors and senior executives and periodically review them, proposing any amendment and update thereof to the Board of Directors, and verifying that it is consistent with the particular circumstances of the Company. If the Appointments and Compensation Committee uses external advisers to prepare the Policy, it shall properly assess its independence.
- (ii) To prepare and submit to the Board of Directors for approval the Annual Report on Remuneration of Directors;
 - (iii) Periodically review the terms of the agreements of executive directors and senior executives and verify that they are consistent with the applicable remuneration policies;
 - (iv) The Appointments and Compensation Committee shall veil for the fulfilment of the remuneration policies of the directors and senior executives;
 - (v) To assess the level of achievement in respect of the criteria and objectives set for the previous year for the purposes of determining the motion on individual remuneration, including the variable components thereof of the executive directors and senior executives;
 - (vi) Verify the alignment of the selection and remuneration policies with the Company's situation and its short, medium and long-term strategy and with the market conditions and in order to assess whether it contributes towards creating long-term value and to adequate risk control and management, informing the Board of Directors of the results of said review; and
 - (vii) Verify that the information published by the Company on its corporate website regarding remuneration is sufficient and appropriate and follows applicable good corporate governance recommendations with a transparent process for drafting the proposal of the remuneration policies.

Article 11.- Other functions entrusted to the Appointments and Compensation Committee

The Appointments and Compensation Committee shall have the following additional duties:

- (i) To inform on the motions to appoint and dismissal of senior executives, and to gather information about the process of their evaluation. In relation to the foregoing, to prepare a succession plan for the Company's senior executives and to ensure that their succession takes place in an orderly and planned manner;
- (ii) To design and periodically organise the welcome programmes for directors as it may deem appropriate;

- (iii) To issue such reports and carry out such proceedings that fall within its remit, or upon request of the Board of Directors or its Chairman;
- (iv) To supervise compliance with the Company's corporate Environmental, Social and Governance (ESG) strategic plan and policies and to assess on the elaboration and adaptation of such strategic plan and/or policies, to confirm that it is fulfilling its mission of promoting the corporate interest and take into account, as appropriate, the legitimate interest of the remaining stakeholders;
- (v) To ensure that the corporate culture is aligned with the purpose and values of the corporate governance rules; and
- (vi) To review the non-financial information prepared on the Company and, where appropriate, the group that relates to matters under the scope of functions of the Appointments and Compensation Committee.

CHAPTER III.- COMPOSITION

Article 12.- Quantitative and qualitative composition

1. The Appointments and Compensation Committee comprises four (4) non-executive directors, at least two (2) of which must be independent directors. Executive directors and senior executives may also attend Appointments and Compensation Committee meetings when expressly agreed by the committee members.
2. The proposal and appointment of Appointments and Compensation Committee members must procure diversity of composition, in particular with respect to gender, professional experience, sector-specific knowledge and geographic origin to encourage the expression of differing point of view and positions.
3. The members of the Appointments and Compensation Committee shall be appointed with regard to their knowledge, skills and experience as well as to the duties of the committee. Any Board member may request that the Appointments and Compensation Committee take into consideration potential candidates for any vacant positions on the Committee.

Article 13.- Posts

1. The Chairman of the Appointments and Compensation Committee must necessarily be an independent director, elected from among the independent directors serving on the committee.

The Committee Chairman, among other aspects:

- (i) must have sufficient capacity and availability to provide the Appointments and Compensation Committee with greater dedication than its other members;
- (ii) must maintain regular contact with key staff involved in the Company's governance and management;
- (iii) will be the person who channels and furnishes the necessary information and documentation to the other Appointments and Compensation Committee members, in time for them to be able to analyse it prior to Appointments and Compensation Committee meetings; and

- (iv) with a view to favouring the diversity of opinion that enriches the Appointments and Compensation Committee's analyses and proposals, will ensure that Appointments and Compensation Committee members participate freely in deliberations and will foster constructive dialogue among its members, promoting free speech and a critical attitude.
2. The Secretary of the Appointments and Compensation Committee shall be the person selected by the Committee, and may or may not be a director.

Article 14.- Term of office

1. Appointments and Compensation Committee members will hold office for as long as their appointment as Company directors remains in force, unless the Board resolves otherwise. The renewal, re-election and removal of directors making up this Appointments and Compensation Committee will be governed by what is resolved by the Board.
2. The Appointments and Compensation Committee members re-elected as Company directors by resolution of the Shareholders' Meeting will continue to hold office on the Appointments and Compensation Committee provided that the Board so resolves.

Article 15.- Removal from office

1. Appointment and Compensation Committee members will be removed from office:
- (i) when they cease to be Company directors;
 - (ii) when, despite continuing to be Company directors, they cease to be non-executive directors;
 - (iii) by resolution of the Board; and
 - (iv) when their presence on the Board may put the Company's interests at risk or when the reasons for which they were appointed disappear. In particular, directors shall be obliged to inform the Board of Directors, and if applicable, resign when situations arise that affect them, whether or not they are related to their actions in the Company, that could damage the Company's credit and reputation and, in particular, any criminal case in which they are under investigation, as well as any subsequent procedural events.
2. Members of the Appointments and Compensation Committee whose removal is proposed shall abstain from intervening in the corresponding deliberations and vote.

Article 16.- Training plan

1. New members of the Appointments and Compensation Committee will complete the Board Welcome Program that covers the role of the Appointments and Compensation Committee.
2. The members of the Appointments and Compensation Committee shall participate in a periodic training plan to ensure that they update their knowledge in the matters within their competence.

CHAPTER IV.- FUNCTIONALITY

Article 17.- Annual work plan

1. Prior to the commencement of each year, the Committee will approve an annual working plan that covers at least:
 - (i) the specific objectives for each of the Appointments and Compensation Committee's functions, especially for any that are new or refer to the most relevant matters;
 - (ii) the organization of the information and agenda for meetings, planning fixed sections (matters discussed habitually) and matters to be discussed only at certain meetings;
 - (iii) the training deemed appropriate for the correct performance of the Appointments and Compensation Committee's functions. For these purposes, the Appointments and Compensation Committee may rely on the intervention of external advisors both for the identification of the necessary topics to be covered in these training sessions, as well as in the training activity itself.
2. When preparing the plan, regard must be held to the fact that the responsibilities of the Committee members are fundamentally supervisory and advisory, and that they should not take part in enforcement or management functions specific to the management and the executive bodies of the Company.

Article 18.- Meetings

1. The Appointments and Compensation Committee shall hold ordinary meetings on a quarterly basis. The Committee shall also meet when convened by its Chairman, who must call a meeting whenever the Board or Board Chairman requests that the committee issue a report or adopt a resolution, and, in any event, whenever a meeting is considered advisable for the proper pursuit of its functions.
2. Meetings shall be held in English with simultaneous translation into Spanish if required, unless all the directors present at the meeting fluently speak Spanish in which case, the relevant meeting will be held in Spanish.

Article 19.- Notice of meetings

1. Ordinary meetings of the Appointments and Compensation Committee shall be called through a letter sent by registered mail or email, authorized with the signature of the Committee Chairman or that of the Secretary on the instructions of the Chairman. The call notice shall be served at least five (5) days in advance and shall always include the meeting agenda. The Appointments and Compensation Committee Chairman may call special committee meetings when, in his opinion, the circumstances so dictate; in this case, the aforementioned advance notice period shall not apply. The Appointments and Compensation Committee shall be deemed validly assembled without need for prior call if all its members are present, either in person or by proxy, and unanimously agree to hold a meeting.
2. Resolutions taken at Appointments and Compensation Committee meetings held by videoconference, conference call or other remote communication means shall be valid provided that no committee member objects to the procedure, that the members have

the means necessary for the purpose and that they mutually recognize one another, which must be expressly placed on record in the meeting minutes.

Article 20.- Venue

1. Appointments and Compensation Committee meetings will be held at the venue indicated in the call notice.
2. Appointments and Compensation Committee meetings may be held at various venues connected with each other by systems that permit the recognition and identification of attendees, ongoing communication between them, participation and voting, all in real time. In such case, the Appointments and Compensation Committee meeting shall be considered a single meeting held at the registered office.

Article 21.- Constitution

1. The Appointments and Compensation Committee shall be deemed validly assembled when at least the majority of Committee members are present in person or by proxy.
2. The Appointments and Compensation Committee secretary will act as the meeting secretary. In the event of vacancy, illness, impossibility or absence of the Appointments and Compensation Committee secretary, the secretary will be the person designated by the Appointments and Compensation Committee for such purpose.
3. Appointments and Compensation members are required to do everything in their power to attend Appointments and Compensation Committee meetings. When they absolutely cannot attend in person, they may grant proxy to another Appointments and Compensation Committee member in writing, specifically for each meeting, providing the pertinent voting instructions and notifying the Chairman Committee of the proxy appointment. Independent directors may only grant proxy to another independent director.

Article 22.- Resolutions

1. Appointments and Compensation Committee resolutions shall be adopted by a majority of the members in attendance, in person or by proxy. In the event of a tie, the Chairman shall not have the casting vote.
2. Resolutions will be recorded in minutes signed by the Committee Chairman and the secretary, or by whomever is standing in for them. Resolutions should be approved at the same meeting or at the meeting held immediately thereafter and they will be recorded in a book of Appointments and Compensation Committee resolutions.
3. The Appointments and Compensation Committee shall report on and be accountable for its activities in the first plenary meeting of the Board of Directors following the committee's own meeting. Minutes of the Appointments and Compensation Committee meetings shall be drafted and kept in both English and Spanish and sent to all members of the Appointments and Compensation Committee. The minutes shall also be made available to the members of the Board of Directors.
4. Provided that no Appointments and Compensation Committee member objects, resolutions may be adopted by written consent and without a meeting.

Article 23.- Conflicts of interest

Where the matters to be discussed at Appointments and Compensation Committee meetings have a direct impact on any of the members or on persons related to them and, in general, where said Appointments and Compensation Committee member is subject to a conflict of interest, she/he must refrain from attending and participating in deliberations that relate to matters in which she/he is in a situation of conflict of interest, and will be discounted from the number of Appointments and Compensation Committee members used to calculate quorum and majorities in connection with the matter in question.

Article 24.- Attendance

1. At the request of the Appointments and Compensation Committee Chairman, by way of a petition addressed for such purpose to the Chairman of the Board, any director may be asked to attend an Appointments and Compensation Committee meeting.
2. The Appointments and Compensation Committee may request the presence of any member of management or any Company employee, even ordering their appearance without the presence of another executive. These individuals shall be obliged to attend the meetings of the Appointments and Compensation Committee and to cooperate and provide access to the information in their possession.
3. The presence of managers or other directors, whether or not executive, at Appointments and Compensation Committee meetings will be occasional and only if necessary, following an invitation by the Committee Chairman, and will be limited strictly to those items on the agenda for which they are invited.

CHAPTER V.- RELATIONS

Article 25.- Relations with the Board of Directors

1. The Appointments and Compensation Committee Chairman will inform the Board of Directors of the matters discussed and the resolutions adopted at its meetings at the first Board meeting held after each Appointments and Compensation Committee meeting.

Article 26.- Relations with the Management of Fluidra

1. The Appointments and Compensation Committee, by way of its Chairman, may ask for information from and require the collaboration of any manager or employee of the Company and especially from the Global Director of Human Resources. Therefore, the Global Director of Human Resources and other managers or employees, if so requested, shall be obliged to attend Committee meetings and provide their collaboration and access to any information they have been required for this purpose.
2. The Global Director of Human Resources, when so required by the Committee Chairman, shall assist the Committee Chairman in the preparation of the agenda of the Appointments and Compensation Committee meetings and/or shall also assist her/him in the preparation of the contents and/or shall assist her/him on the presentation of such contents to the Committee members during the Appointments and Compensation Committee meetings.

CHAPTER VI.- PREROGATIVES OF THE APPOINTMENTS AND COMPENSATION COMMITTEE, DUTIES OF ITS MEMBERS AND EVALUATION OF ITS FUNCTIONING

Article 27.- Prerogatives

1. The Appointments and Compensation Committee may access, without restriction, any type of information or documentation available to the Company in connection with the matters under the Committee's authority and deemed necessary by the Appointments and Compensation Committee for the performance of its functions.
2. The Appointments and Compensation Committee may also enlist, with a charge to the Company, the cooperation or advisory services of external professionals, who must address their reports directly to the Committee Chairman. In such case, the Appointments and Compensation Committee must prevent any conflicts of interest from jeopardizing the independence of the external advice received.

Article 28.- Duties of the members of the Appointments and Compensation Committee

1. Appointments and Compensation Committee members must act with independence of criteria and of action with respect to the rest of the organization and must perform their work with the utmost professional diligence and skill.
2. Appointments and Compensation Committee members will be subject, as such, to all the duties of a director pursuant to the Board Regulations, insofar as they apply to the functions performed by the Appointments and Compensation Committee.

Article 29.- Evaluation. Activity Report

1. The Appointments and Compensation Committee shall assess its own performance independently to reinforce its functioning and improve planning for the following year.
2. The Appointments and Compensation Committee shall prepare an annual report on its activities, highlighting the main incidents arising, if any, in relation to its functions.
3. The Appointments and Compensation Committee's activity report will include the following:
 - (i) Rules and regulations of the Appointments and Compensation Committee;
 - (ii) Composition of the committee throughout the year, including the category and length of service of each member;
 - (iii) Role performed in practice throughout the year by the Appointments and Compensation Committee;
 - (iv) Meetings held in the year and number of persons present, including invitees who are not members of the committee;
 - (v) Assessment of the functioning and performance of the Board of Directors and the Committees, including Appointments and Compensation Committee, and methods used to evaluate its effectiveness; and
 - (vi) Conclusions.

Article 30.- Entry into force

These Regulations are valid for an indefinite period, shall enter into force on the day following the date of its approval by the Board of Directors and shall apply to all Appointments and Compensation Committee members after the date of entry into force.

SCHEDULE I - ACCEPTANCE OF THE REGULATIONS

Mr./Ms. [•]

Secretary of the Board

FLUIDRA, S.A.

Avenida Francesc Maciá, núm. 60, planta 20

08208 Sabadell (Barcelona)

[Place], on [•] [•], [•]

I hereby state that I have been duly informed of the content of the Regulations of the Appointments and Compensation Committee of FLUIDRA, S.A., that I am aware of, understand and accept said Regulations and that I undertake to fulfill all obligations falling to me thereunder.

Sincerely,

Signed:

[Name]

[Member of the Appointments and Compensation Committee/Secretary]