

**REPORT BY THE APPOINTMENTS AND COMPENSATION COMMITTEE OF  
FLUIDRA, S.A. IN RELATION TO THE RE-ELECTION AS EXECUTIVE DIRECTOR  
OF MR. ELOY PLANES CORTS, WHICH IS PRESENTED TO THE BOARD OF  
DIRECTORS TO BE SUBMITTED TO THE ANNUAL SHAREHOLDERS' MEETING**

## **1. Introduction**

In compliance with the provisions of section 6 of article 529 decies of the Capital Companies Law (the "**CCL**") and articles 5.2 and 17.1 of the Board of Directors Regulations of Fluidra, S.A. ("**Fluidra**" or the "**Company**") and of article 6(iii) of the Regulations of the Appointments and Compensation Committee of Fluidra, the Company's Appointments and Compensation Committee (the "**ACC**") issues this favorable report in respect of the proposal for the re-election of the director **Mr. Eloy Planes Corts** as a member of the Company's board of directors with the category of executive director (the "**Report**").

## **2. Purpose of the Report**

This Report is prepared for the purpose of complying with the provisions of section 6 of article 529 decies of the CCL.

In evaluating the appointment proposal, the ACC has considered the following: (i) Recommendation 14 of the Code of Good Governance for Listed Companies and sections 3 and 5 of Technical Guide 1/2019 on appointments and compensation committees, approved by the CNMV on February 20, 2019; (ii) applicable rules, including those of the Board Regulations, the Appointments and Compensation Committee Regulations, and the Company's policy on the selection of directors; and (iii) the executive status of the director.

## **3. Aspects considered by the ACC**

The view formed by the ACC is that Mr. Eloy Planes Corts has the competence, experience and merits necessary to hold office as a director of Fluidra, as is as detailed in the justification report from the Board of Directors regarding the re-election of Mr. Eloy Planes Corts as executive director of the Company.

As regards the level of dedication required to serve as director of Fluidra, it has been verified that Mr. Eloy Planes Corts' other professional duties, will allow him to effectively dedicate the appropriate time to the Board of Directors of Fluidra and to any Board committees of which he may become a member.

Regarding Mr. Eloy Planes Corts' professional profile bring diversity to the Board of Directors, positively contribute to complementing and enriching the overall skills matrix of the Board and suit to the specific characteristics of the business in which the Company engages, as detailed in the justification report from the Board of Directors regarding the re-election of Mr. Eloy Planes Corts as executive director of the Company.

Finally, the ACC has confirmed that the proposed candidate meets the requirements for appointment as a director with the category of executive, in accordance with article 529 duodecies of the CCL.

**4. Conclusions reached by the ACC**

The conclusion reached by the ACC in light of the foregoing is that the proposal to re-elect Mr. Eloy Planes Corts as a member of the Company's Board of Directors, for a two (2) year term and as an executive director, is justified, and it has unanimously resolved to propose the appointment, if appropriate, to the Company's Shareholders' Meeting.