

**Proposal tabled by the Board of Directors of Fluidra, S.A. on the proposal to
approve the Directors' Remuneration Policy**

25 March 2025

1. Introduction

Pursuant to section 529 novodecies of the LSC, the Board of Directors of Fluidra, S.A. ("**Fluidra**" or the "**Company**"), following the report issued by the Appointments and Remuneration Committee ("**ARC**") that has been attached as **SCHEDULE I**, has approved the proposal tabled to approve the Fluidra Directors' Remuneration Policy for financial years 2025, from its approval, 2026, 2027 and 2028 (the "**Remuneration Policy**"), which will be submitted for approval by the Company's Annual General Meeting on 7 May 2025.

2. Grounds for the proposal

In 2024, the Remuneration Policy applicable from the 2024 financial year was approved, effective from the date of its approval until December 31, 2027.

However, the change in the composition of the Board of Directors through the appointment of a new chief executive officer ("**CEO**") at Fluidra, as tabled for approval together with this Policy by the Annual General Meeting, has made it necessary to adapt the Remuneration Policy, which will enter into force on the date of its approval until 31 December 2028.

The Remuneration Policy whose approval is being proposed maintains continuity with the current policy in force in terms of the principles, structure and the content of remuneration packages. It therefore adheres to the same principles and rules as the previous policy, namely, that remuneration should be reasonably proportionate to the size of the Company, its financial position and market standards for comparable companies, and should be geared towards promoting the creation of value sustainable over the long term by linking the remuneration of directors to results and to the shareholders' best interests, while including the necessary safeguards to avoid excessive risk-taking and reward of poor performance.

(i) Qualitative aspects

From a qualitative standpoint, the Remuneration Policy follows the same principles and lines as the last policy approved by the Annual General Meeting in 2024, as it remains transparent and clearly sets out the principles on which it is based.

(ii) Qualitative aspects

The main quantitative changes introduced in the Remuneration Policy are as follows:

- Adjustment of the remuneration of the executive Directors (the "**Executive Directors**") to align the remuneration of the new CEO, whose appointment will be tabled for approval together with this Policy by the AGM.

Regarding the new CEO, his remuneration is backed by a comparative analysis with the aim of aligning his remuneration to that of Executive Directors in comparable companies, based on Fluidra's size, sector, and the domestic and international markets in which it operates. This analysis was conducted by the consulting firm Willis Towers and Watson, based on the following criteria for selecting a baseline group: companies in the industrial sector, including companies that are competitors in the pool sector, and other companies considered competitors in respect of recruiting similar talent, whose turnover and market capitalization is approximately between 25% and 400% of Fluidra's. The companies selected to carry out this comparative study are based in the United States as the new CEO was selected from among candidates from this country and its operational headquarters will also be in the United States, due to the relevance of the American market, both in terms of the current context and of Fluidra's strategy for the future. The Executive Chairman's remuneration has not undergone any changes in comparison with the previous policy, other than the annual review of his fixed remuneration set in the same proportion as the management team.

- Description of the main characteristics of the long-term incentive for the key and executive directors that is being tabled for approval together with this Policy (the "**2025–2029 Plan**"), following the start of the third and last cycle of the 2022–2026 Plan on 31 December 2024. The structure of the 2025–2029 Plan will follow along the same lines as the 2022–2026 Plan, as it is also made up of 3 cycles that each last for 3 years.

The purpose of the above is that directors' remuneration should be reasonably proportionate to the size of the Company, its financial position and market standards for comparable companies, in order to attract and retain talent so that the remuneration system in place focuses on promoting the creation of value sustainable over the long term by linking the remuneration of directors to results and to the shareholders' best interests, while including the necessary safeguards to avoid excessive risk-taking and rewarding of poor performance.

3. Term

Notwithstanding the provisions of the LSC on the remuneration policies of board members, the Remuneration Policy will remain in force from its date of approval in 2025 through to fiscal years 2026, 2027 and 2028, unless it is amended,

adapted, updated or replaced at any time, in which case such changes will be submitted to the Annual General Meeting for approval.

4. Conclusions

Based on the foregoing, Fluidra's Board of Directors, subsequent to a favorable report by the ARC, has concluded that the Remuneration Policy put forward to Fluidra's Annual General Meeting for approval, which has been attached as **SCHEDULE II**, complies with the laws in force and follows the latest recommendations and best practices on remuneration, as well as falling in line with the following principles:

- It contributes to the Company's business strategy, long-term interests, sustainability, value creation and its commitment to Environment, Social and Governance ("ESG") matters.
- It is clear, understandable and describes the various items that make up the fixed and variable remuneration paid to the Directors.
- The remuneration paid falls in the framework of the principle of prudence and provides incentives, in line with the Directors' levels of responsibility, workload, expertise and performance in the discharge of their duties.
- Remuneration is in keeping with the principles and recommendations adopted by the Company on Corporate Governance matters.
- It responds to market standards and practices, and is consonant with the Company's strategic approach, as a result of which it is effective for attracting, motivating and retaining the best professionals.

SCHEDULE I

**Report issued by the Board of Directors of Fluidra, S.A. on the proposal to
approve the Directors' Remuneration Policy**

SCHEDULE II

Fluidra S.A. Directors' Remuneration Policy