

FULL TEXT OF THE PROPOSALS FOR RESOLUTIONS PREPARED BY THE BOARD OF DIRECTORS OF FLUIDRA, S.A. TO BE SUBMITTED TO THE 2023 ANNUAL SHAREHOLDERS' MEETING

Item One: **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, 2022.**

Proposed resolution

To approve the annual financial statements of the Company, consisting of the balance sheet, the income statement, the statement of changes in equity, the statement of cash flows and the notes to the financial statements, and the management report, of Fluidra, S.A. and of its consolidated group of companies, for the financial year ended December 31, 2022, prepared by the Board of Directors of Fluidra, S.A. on March 30, 2023.

Item Two: **Approval of the non-financial consolidated information statement of Fluidra, S.A. for the financial year ended December 31, 2022.**

Proposed resolution

To approve the consolidated non-financial information included in the consolidated management report of Fluidra, S.A.

Item Three: **Approval of the proposed allocation for the financial year ended December 31, 2022.**

Proposed resolution

To approve the proposed allocation for the financial year of Fluidra, S.A. ended on December 31, 2022, in accordance with the following distribution:

- To voluntary reserves: EUR 129,978,025.35.

Item Four: **Approval of the management carried out by the Board of Directors during the financial year 2022.**

Proposed resolution

To approve the management carried out by the Board of Directors of Fluidra, S.A. during the financial year 2022.

Item Five: **Shareholder remuneration: distribution of dividends out of reserves.**

Proposed resolution

To approve the payment of a cash dividend out of unrestricted voluntary reserves in the gross amount of EUR 0.70 per share of the Company with a right to receive it, entailing a maximum total dividend of EUR 134,490,349 if the distribution were to be made on all of the Company's ordinary shares (considering that the share capital of the Company as of the date of this resolution is divided into a total of 192,129,070 shares of EUR 1 par value each).

The dividend will be paid in two payments, on each payment date and for the gross amounts per share indicated below, through the entities participating in the Sociedad de Gestión de los Sistemas de Registro, Compensación y Liquidación de Valores (IBERCLEAR):

- First payment – 5 July 2023: maximum total amount to be distributed of EUR 0.35.
- Second payment – 5 December 2023: maximum total amount to be distributed of EUR 0.35.

The withholdings required by the regulations applicable at any given time shall be made from the gross amounts paid.

In the event of modification of the share capital of the Company and/or the number of shares into which it is divided, the gross amount per share on each payment date shall be adjusted accordingly. In any event, the maximum total amount to be distributed on each payment date may not exceed the amounts set out above (i.e., the maximum amount of EUR 67,245,174.50 charged to unrestricted voluntary reserves on the first payment date and EUR 67,245,174.50 charged to unrestricted voluntary reserves on the second payment date).

To authorize in the broadest terms the Board of Directors, with express power of substitution, to adopt all decisions and carry out all actions necessary or advisable for the payment of the dividend previously approved, including, in particular and without limitation, to set the terms and conditions of the distribution in all matters not previously provided for (including the determination of the exact dates on which the registered holders entitle to receive the dividend shall be determined), designate the entity or entities that are to act as paying agents and sign the corresponding contract or contracts under the terms and conditions it deems appropriate, arrange current accounts for this purpose, make the appropriate communications and notifications and, in general, carry out any other action necessary or appropriate for the successful completion of the approved distribution.

Item Six: Amendment of article 36 (composition of the Board of Directors) of the Company's Bylaws.

Proposed resolution

To amend article 36 (composition of the Board of Directors) of the Company's Bylaws, which shall henceforth read as follows:

“Article 36.- Composition of the Board of Directors

The Board of Directors shall be composed of thirteen (13) members.

The General Meeting must ensure that, to the extent possible, the number of proprietary or independent members of the Board is a substantial majority with respect to the number of executive members. The number of executive members must likewise be the minimum necessary, taking into account the complexity of the group and the percentage of the executive members' participation in the Company' capital.

The definitions of the various categories of members shall be those set forth in the Corporate Enterprises Law.

In the event that there is some outside member who cannot be considered to represent substantial shareholders or to be independent, the Company shall explain this circumstance and its connection with the Company or its executives and with its shareholders.

The nature of each member must be explained by the Board before the General Meeting of shareholders that is to appoint them or ratify their appointment.”

Item Seven: **Having fixed the number of directors at thirteen (13), in the event of approval of the amendment of the Company's Bylaws referred to in item 6 on the agenda, appointment of the following directors:**

Section one: **Appointment of Ms. Aedhmar Hynes as an independent director of the Company.**

Proposed resolution

To appoint Ms. Aedhmar Hynes, at the proposal of the Appointments and Compensation Committee, as a member of the Board of Directors of Fluidra, S.A., for the statutory period of four (4) years, with the category of independent director.

In compliance with sections 4 and 5 of article 529 decies of the Spanish Capital Companies Law, approved by Legislative Royal Decree 1/2010, of July 2, 2010, it is placed on record that: (i) the Board of Directors proposed the appointment of Ms. Aedhmar Hynes at its meeting held on March 30, 2023; (ii) this appointment proposal was supported by the requisite report assessing the suitability of Ms. Aedhmar Hynes, issued by the Board of Directors on March 30, 2023 and attached to the minutes of the Board of Directors' meeting; and (iii) the proposal to appoint Ms. Aedhmar Hynes was preceded by a proposal by the Appointments and Compensation Committee of the Company made at its meeting of March 29, 2023.

Section two: **Appointment of Mr. Manuel Puig Rocha as proprietary director of the Company.**

Proposed resolution

To appoint Mr. Manuel Puig Rocha, following the favorable report issued by the Appointments and Compensation Committee, as a member of the Board of Directors of Fluidra, S.A., for the four-year (4) term stipulated in the Bylaws, with the category of proprietary director.

In compliance with sections 4, 5 and 6 of article 529 decies of the Spanish Capital Companies Law, approved by Legislative Royal Decree 1/2010, of July 2, 2010, it is placed on record that: (i) the Board of Directors proposed the appointment of Mr. Manuel Puig Rocha at its meeting held on March 30, 2023; (ii) this appointment proposal was supported by the required report assessing the suitability of Mr. Manuel Puig Rocha, issued by the Board of Directors on March 30, 2023 and attached to the minutes of the Board of Directors' meeting; and (iii) the proposal to appoint Mr. Manuel Puig Rocha was preceded by a favorable report issued by the Appointments and Compensation Committee of the Company at its meeting of March 29, 2023 and attached to the minutes of the Appointments and Compensation Committee meeting.

Item Eight: Re-election of Mr. Jorge Valentín Constans Fernández as independent director of the Company.

Proposed resolution

To re-elect Mr. Jorge Valentín Constans Fernández, at the proposal of the Appointments and Compensation Committee, as a member of the Board of Directors of Fluidra, S.A., for the term of two (2) years, with the category of independent director.

In compliance with sections 4 and 5 of article 529 decies of the Spanish Capital Companies Law, approved by Legislative Royal Decree 1/2010, of July 2, 2010, it is placed on record that: (i) the Board of Directors proposed the re-election of Mr. Jorge Valentín Constans Fernández at its meeting held on March 30, 2023; (ii) this re-election proposal was supported by the requisite report assessing the suitability of Mr. Jorge Valentín Constans Fernández, issued by the Board of Directors on March 30, 2023 and attached to the minutes of the Board of Directors' meeting; and (iii) the proposal to re-elect Mr. Jorge Valentín Constans Fernández was preceded by a favorable report issued by the Appointments and Compensation Committee of the Company at its meeting of March 29, 2023.

Item Nine: Consultative vote on the annual report on directors' compensation for financial year 2022

Proposed resolution

To vote in favor of the Annual Report on Director Compensation, which includes information on Fluidra, S.A.'s compensation policy for the current year, the policy foreseen for future years, an overall summary of how the compensation policy was applied during the 2022 financial year and a breakdown of individual compensation accrued by each of the directors, submitted to this shareholders' meeting for consultation.

Item Ten: Approval of a Global Plan for the incentive purchase of shares of Fluidra, S.A. for employees of the Fluidra Group

- (A) To approve a global incentive plan for the purchase of shares in Fluidra, S.A. (“**Fluidra**” or the “**Company**”) targeted at employees of the Fluidra Group, including executive personnel except for the Executive Directors of Fluidra (“**Employees**”) in accordance with the following basic terms and conditions (hereinafter, “**ESPP**” or the “**Plan**”):

1. Description of the Plan: The Plan offers Employees the possibility of allocating part of their fixed compensation to the acquisition of Fluidra shares at a fifteen (15) percent discount from their market value. Fluidra’s goals in implementing the Plan are to: (i) create a competitive compensation structure that reinforces the Fluidra Group’s position as a trusted employer, in order to attract and retain talent; (ii) embody its values and its ESG policy; (iii) encourage greater engagement by employees in the Company’s performance, aligning their interests with those of the shareholders; (iv) improve Employees’ perception of their compensation; and (v) be in line with best practices in relation to compensation.

2. Recipients of the Plan: With respect to each calendar year of the term of the Plan, the recipients will be those Employees meet the one-year length-of-service requirement on the start date of the enrollment period of the Plan with respect to the year in question. The Plan will be implemented by countries in several phases, the countries of the first phase being Spain, the United States and Australia. Where the circumstances so warrant, the Chief Executive Officer of Fluidra, at the proposal of the Appointments and Compensation Committee, will decide on the countries to be included in the subsequent phases of implementation of the Plan. The recipients who enroll in the Plan by fulfilling the formalities and requirements established from time to time for such purpose shall be referred to hereinafter as the “Participants”.

3. Term of the Plan: The Plan, divided into calendar years, will be for a minimum term of the years 2023 and 2024, which the Board of Directors may resolve to extend. Each calendar year of the term of the Plan will have an enrollment period (“**Enrollment Period**”) and a share acquisition period (“**Delivery Period**”) during which the Participants will acquire Fluidra shares on a monthly basis. The Delivery Period of the 2023 ESPP is scheduled to commence during the month of July 2023. The Delivery Period of the 2024 ESPP will commence in the month of January 2024.

4. Acquisition procedure: Participants will have the possibility of allocating on a monthly basis, during the Delivery Period, part of their fixed compensation to the acquisition of Fluidra shares at their market value with a fifteen (15) percent discount.

5. Maximum number of shares to be delivered in implementing the Plan: The maximum number of Fluidra shares to be delivered to Participants in implementing the Plan may not exceed 500,000.

6. Origin of the shares to be delivered in implementing the Plan: The shares to be delivered to Participants in implementing the Plan may be, subject to the fulfillment of the legal requirements established for such purpose, (a) treasury shares of Fluidra that have been acquired or are acquired by Fluidra itself or any company in its Group; or (b) newly issued shares of Fluidra.

- (B) For the start-up and effective implementation of the ESPP, it was resolved to empower the Board of Directors of Fluidra, with express powers of sub-delegation, to implement, develop, formalize, execute and settle the Plan, in the terms and conditions it considers best suited to the corporate interest, adopting whatever resolutions and signing whatever documents, whether public or private, may be necessary or advisable for the Plan to be fully effective, including powers to correct, rectify, modify or supplement this resolution and, in particular but with no limitation being implied, the following:
- (i) To formalize and execute the ESPP, when it considers this to be advisable, and in the specific manner it deems appropriate, taking whatever steps may be necessary or advisable for its efficient execution.
 - (ii) To develop and establish the specific conditions of the ESPP in all aspects not provided for in the corresponding resolution.
 - (iii) To interpret, correct, clarify and complete the ESPP in all aspects not envisaged in this resolution.
 - (iv) To draft, sign and submit such notices and supplementary documentation as may be necessary or advisable to any public or private body for the purposes of the implementation, execution or settlement of the ESPP, including, where necessary, the appropriate prior notices and prospectuses.
 - (v) To perform any action, make any statement or take any step before any body, entity or registry, whether public or private, national or foreign, to obtain any authorization or verification necessary for the implementation, execution and settlement of the ESPP.
 - (vi) To draft and publish all such notices as may be necessary or appropriate.
 - (vi) To draft, sign, execute and, as appropriate, certify any type of document relating to the ESPP.
 - (vii) To determine the mechanism whereby the Company will acquire or issue the Shares to be delivered to the Participants, the manner of financing such acquisition or issue of shares, the date on which the Delivery Period finally begins in each case (the date on which the Delivery Period initially foreseen in section 3 above may be delayed for technical or operational reasons) and in general, take whatever steps may be necessary or advisable for the execution of such acquisition or issue of shares.
 - (viii) To negotiate, agree and sign contracts of any kind, including, among others, counterparty and liquidity agreements with financial institutions or any other type of entity it freely designates, on the terms and conditions it sees fit, as may be necessary or appropriate for the best implementation, execution or settlement of the Plan, including, where necessary or appropriate as a result of the legal regime applicable to some of the Participants or to certain companies in the Fluidra Group, or where it is necessary or appropriate for legal, regulatory, operational or other similar reasons, the establishment of any legal

structure or the obtainment of agreements with any kind of entities for the deposit, custody, holding and/or administration of the shares delivered to the Participants under the ESPP.

- (ix) To adapt the contents of the ESPP, on the terms considered appropriate, to any circumstances or transactions of the company which may arise during the term thereof and which, in its opinion, have a significant effect on the initially established basic conditions and objectives.
- (x) If the legal regime applicable to any of the Participants or to certain companies in the Fluidra Group so requires or warrants or if necessary or appropriate for legal, regulatory, operating or other similar reasons, to adapt the basic conditions indicated, in general or in particular.
- (xi) And, in general, to perform any actions, adopt any decisions and sign any documents that may be necessary or merely advisable for the validity, effectiveness, implementation, development, execution, settlement and successful outcome of the ESPP.

Item Eleven: Delegation of powers to notarize, construe, supplement, implement, remedy and execute the resolutions adopted by the shareholders' meeting.

Proposed resolution

To delegate to the Board of Directors, with express powers of substitution in the Chairman, the Chief Executive Officer and/or the non-director Secretary and Deputy Secretary of the Board so that any of them, indistinctly, may formalize and notarize the resolutions adopted at this Shareholders' Meeting and, in particular, to file at the Commercial Registry, for deposit, the certification of the resolutions approving the annual financial statements and the allocation of profit or loss, and to execute any public or private documents as may be necessary until the relevant entry of the adopted resolutions at the Commercial Registry is obtained, including the request for partial entry, with powers, even, for their correction or rectification in view of the oral or written assessment that may be issued by the Registrar.