

SHAREHOLDER REMUNERATION POLICY

DOCUMENT INFORMATION

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Purpose	The main purpose of this Policy is sustainable shareholder remuneration that creates value for the Company and the communities in which Fluidra conducts its business
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Shareholder Remuneration Policy

Version 1

As established by law and in its articles of association, the Board of Directors of Fluidra, S.A. ("Fluidra" or the "Company") is responsible for drawing up proposals tabled to the General Shareholders' Meeting on the allocation of results and the distribution of unrestricted reserves, in addition to deciding on the payout of interim dividends, if applicable.

1. PURPOSE

The main purpose of this Policy is sustainable shareholder remuneration that creates value for the Company and the communities in which Fluidra conducts its business. One of Fluidra's priorities is to pay fair remuneration to the stakeholders that contribute to the success of its business plan by creating employment and wealth for society in general, based on a long-term vision that will bring about a better future.

2. BASIC WORKING PRINCIPLES

The Board of Directors promotes a strategy whose target is the significant generation of cash flow that, on the one hand, enables the Company to maintain reasonable levels of debt and, on the other, makes it possible to maximize shareholder remuneration. Thus, the working principles or guidelines will be as follows:

- As a financial policy, the Company aims to manage its finances at a net debt-to-EBITDA ratio of 2 at the year-end (the seasonal nature of the business could give rise to variations in this value at certain quarter-ends).
- As a well-balanced payout ratio policy, endeavors will be made to distribute about 50% of the net cash income, which leaves ample leeway for making acquisitions that generate value for shareholders and strengthen the Company, given Fluidra's role as a market consolidator.

However, it should be highlighted that Fluidra's capacity to pay out dividends to its shareholders depends on numerous factors, including the effective generation of profits and/or the availability of unrestricted reserves, and that no guarantees can be given on the dividends, if any, that will be paid out in future financial years or their amount.

In line with the principle of transparency set out in its market disclosure strategy, Fluidra will advise sufficiently in advance of any modifications to this *Shareholder Remuneration Policy*.

* * This Policy was approved by Fluidra's Board of Directors on 9 April 2021 * *