POLICY FOR THE SELECTION OF CANDIDATES TO THE POST OF DIRECTOR

Fluidra Group

Global HR

Approved by the Board of Directors on March 25th, 2025

FLUIDRA

Document information

Title	Policy for the Selection of Candidates to the Post of Director
Category	Policy
Description	To set forth the principles and procedures governing the process for selecting candidates for the post of director at the Company.
Scope	Applicable to all Fluidra companies
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1. Introduction

The Board of Directors of Fluidra, S.A. ("**Fluidra**" or the "**Company**") recognizes that one of the key elements in its corporate governance strategy is transparency in all of its procedures, including the process of the selection of candidates to the post of director.

Therefore, the Board of Directors has approved this Policy for the selection of candidates for the post of director (the "**Policy**") in order to facilitate an appropriate composition of the Board. In accordance with the Code of Good Governance of Listed Companies, the Policy is specific and verifiable; it ensures that the proposed appointments of directors at the Company are the result of a prior analysis of the needs of the Board of Directors; and it favors diversity of skills, experience and gender within the Board.

2. Scope of application and objectives

2.1. Scope of application

This Policy will apply to the selection of candidates.

2.2. Objectives for the selection of candidates

The purpose of this Policy is to set forth the principles and procedures governing the process for selecting candidates for the post of director at the Company.

The selection of candidates will be based on a **prior analysis of the needs of the Company, the group and the Board of Directors.** The Board of Directors must ensure that the procedures for selecting its members promote diversity of gender, nationality, country of origin, cultural roots, abilities and knowledge, so that there are no inherent biases that could entail any kind of discrimination and, in particular, that hinder the selection of female candidates, while at all times observing the fundamental principles of the merits and suitability of candidates, in line with the Board's analysis of the Company's needs.

In any event, the Board of Directors must ensure compliance with the regulations in force at any given time on the diversity of the members of the Board of Directors.

3. Conditions to be met by the candidates

The candidates to the post of director at the Company must be persons of renowned honorability, solvency, competence, expertise, qualification, availability and commitment to their duties.

In particular, they must be persons with professional integrity, whose professional background and conduct comply with the principles set forth in the Code of ethics, and with the mission, vision and values of the Group.

Moreover, the selection process must aim to achieve an adequate balance on the Board of Directors as a whole that improves decision-making and provides multiple viewpoints to the discussion of the matters that come before the Board.

4. Obstacles to being a candidate to a post of director

The following individuals **may not be considered as candidates** to a post of director:

- Persons who are subject to any of the grounds for incompatibility, legal prohibition or inability established in applicable legislation or in the provisions on good corporate governance at the Company.
- Persons whose membership on the Board of Directors could affect the Company's reputation in the market or could put its interests at risk.

5. Selection process

When there is a vacancy, the Board of Directors will commission the **Appointments and Remuneration Committee** to prepare a **report containing the assessment** of skills, knowledge and experience, as well as diversity, required by the Board, to thus define the functions and abilities required of the candidates for each vacancy.

Based on this report, the **Board of Directors will make an analysis of the needs of the Company**, the group and the Board, which will serve as a starting point for the process of selection of a director.

The Company may obtain assistance from external advisors to carry out a prior analysis of the Company's needs, the search or evaluation of candidates to the post of director and the assessment of their performance.

The candidate selection process must, in any event, avoid any kind of bias that could entail discrimination and, in particular, that hinders the selection of one gender or another.

Any director may ask the Appointments and Remuneration Committee to consider potential candidates who that director thinks are suitable to cover vacancies of directors, provided such candidates meet the requirements established in this Policy.

6. Process for reappointment of directors

In cases where the Board considers reappointing any director, its **proposal for reappointment brought before the General Shareholders' Meeting must be preceded by a report from the Appointments and Remuneration Committee**. In this report, special emphasis must be placed on the director's performance during his/her term in the post and that person's capacity to continue performing the post satisfactorily.

Specifically, in the case of **independent directors:**

- The analysis of the Company's needs must also be taken into account in order to determine whether a candidate put forward for reappointment can perform the functions and has the abilities required by the Board of Directors.
- Whenever an independent director is reappointed, the Board of Directors may not propose a new term of more than two (2) years to the General Shareholders' Meeting.

7. Duration of office

As a general rule, proposals for the appointment or re-election of directors to be submitted to the General Shareholders' Meeting shall **not exceed a term of two (2) years.**

However, the Appointments and Remuneration Committee and the Board of Directors of the Company may propose a different term of office, deemed appropriate for the appointment or reelection of any director, which shall in any case comply with the maximum term for the second reelection of independent directors provided in section 6 above and the maximum term of office of four (4) years as set forth in the Articles of Association.

8. Annual assessment of compliance

Each year, the Appointments and Remuneration Committee must verify the compliance with this Policy and report on it to the Board of Directors, which must include the assessment in the relevant Annual Report on Corporate Governance.

9. Review history

Version	Date	Control changes description	Sponsor
1.0	March 25h, 2020	Approval of version 1.0	Global HR
2.0	May 9th, 2023	Approval of version 2.0	Global HR
3.0	March 25th, 2025	Approval of version 3.0	Global HR
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