

SHAREHOLDER REMUNERATION POLICY

Fluidra Group

CFTO / Global Legal & Tax

Approved by the Board of Directors on April 9th, 2021

The Fluidra logo is displayed in a bold, white, sans-serif font. It is centered within a large, white, abstract shape that resembles a stylized drop or a speech bubble, set against a dark blue background. The shape has a curved top and a wavy bottom edge.

FLUIDRA

Document information

Title	Shareholder Remuneration Policy
Category	Policy
Description	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.
Scope	Applicable to all Fluidra companies
Sponsor	CFTO / Global Legal & Tax
Effective date	April 9th, 2021
Version	1.0
Last review date	April 9th, 2021

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1. Purpose

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. 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.

3. Approval, review and supervision

This Policy came into force on **April 9th, 2021** by approval of the **Fluidra Group Board of Directors**.

The Sponsors of this Policy shall supervise the extension of this Policy to the subsidiaries and entities of the Fluidra Group that are part of its scope of application.

The Sponsors of this Policy, as the responsible for this Policy, shall periodically supervise its application. At least once a year, or upon the occurrence of any event that requires a change in this Policy, the Sponsors, as the responsible for it, shall proceed to carry out the review, approval, and extension processes to the subsidiaries, as applicable.

4. Review history

Version	Date	Control changes description	Sponsor
1.0	April 9th, 2021	Approval of version 1.0	CFTO / Global Legal & Tax
	December 31st, 2025	Document design update	CFTO / Global Legal & Tax

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