

**REPORT BY THE APPOINTMENTS AND COMPENSATION COMMITTEE OF
FLUIDRA, S.A. IN RELATION TO THE APPOINTMENT AS PROPRIETARY
DIRECTOR OF MS. MERCEDES GRAU MONJO, WHICH IS PRESENTED TO THE
BOARD OF DIRECTORS TO BE SUBMITTED TO THE ANNUAL SHAREHOLDERS'
MEETING**

1. Introduction

In compliance with the provisions of section 6 of article 529 decies of the Capital Companies Law (the "**CCL**") and articles 5.2 and 17.1 of the Board of Directors Regulations of Fluidra, S.A. ("**Fluidra**" or the "**Company**") and of article 6(iii) of the Regulations of the Appointments and Compensation Committee of Fluidra, the Company's Appointments and Compensation Committee (the "**ACC**") issues this favorable report in respect of the proposal for the appointment of the director **Ms. Mercedes Grau Monjo** as a member of the Company's board of directors (the "**Report**"), with the category of proprietary director, representing the shareholding interest of Boyser, S.L., and its wholly owned subsidiary Boyser Corporate Portfolio, S.L.U., as shareholders of the Company.

2. Purpose of the Report

This Report is prepared for the purpose of complying with the provisions of section 6 of article 529 decies of the CCL.

In evaluating the appointment proposal, the ACC has considered the following: (i) Recommendation 14 of the Code of Good Governance for Listed Companies and sections 3 and 5 of Technical Guide 1/2019 on appointments and compensation committees, approved by the CNMV on February 20, 2019; (ii) applicable rules, including those of the Board Regulations, the Appointments and Compensation Committee's Regulations and the Company's policy on the selection of directors; and (iii) the fact that the director's position is that of a proprietary director.

3. Aspects considered by the ACC

3.1 Competence, experience and merits

The view formed by the ACC is that Ms. Mercedes Grau Monjo has the competence, experience and merits necessary to hold office as a director of Fluidra, as is reflected in the curriculum vitae attached hereto as **Schedule**, of which the following aspects are to be highlighted:

- Her highly qualified professional profile for the discharge of the functions of proprietary director, both due to her extensive experience in the financial sector and as a director of other companies, as well as her training, experience and knowledge in the different management areas. In this regard, it should be noted that Ms. Mercedes Grau has held various leadership positions in leading national and international private and commercial banking firms (Merrill Lynch, Credit Suisse, Caixa Catalunya, and Banca March).

- She is also currently a partner at a prominent multi-family office and member of the board of directors of investment management firms and other private equity companies.
- The combination of the candidate's attributes and skills, which will enable him to contribute to the tasks performed by the managing body for the supervision and control of Fluidra.

Ms. Mercedes Grau Monjo's experience, background and professional profile indicate that she has the merits and competence required to hold office as director and knowledge of the various sectors and areas that are relevant to the Company. In this sense, the Board of Directors considers that her professional profile contributes positively to complementing and enriching the skills chart of the Board of Directors as a whole.

3.2 Evaluation by the ACC

3.2.1 Dedication

As regards the level of dedication required to serve as director of Fluidra, it has been verified that Ms. Mercedes Grau Monjo's other professional duties, which are indicated in the professional profile set out above, will allow him to effectively dedicate the appropriate time to the Board of Directors of Fluidra and to any Board committees of which she could become a member.

3.2.2. Suitability and appropriateness of her knowledge, skills and experience in relation to the professional profiles defined by the Board of Directors and the ACC.

In the analysis of Ms. Mercedes Grau Monjo's suitability, much consideration has been given to her background and professional profile, which lend diversity to the Board. Having analyzed her curriculum vitae, the Board of Directors is of the opinion that her profile includes all the skills and experience necessary to hold office as director of Fluidra, making a valuable contribution by supplementing and enriching the competencies map of the Board as a whole.

On the other hand, Ms. Mercedes Grau Monjo's professional profile is suited to the specific characteristics of the business in which the Company engages.

Similarly, Ms. Mercedes Grau Monjo's experience and knowledge in the financial sector and senior management bring significant value to the Board of Directors.

3.2.3. Classing as a proprietary director

The ACC has verified that the candidate proposed meets the requirements to serve as proprietary director, pursuant to article 529 duodecies of the CCL, representing the shareholder interest of Boyser, S.L., and its wholly owned subsidiary Boyser Corporate Portfolio, S.L.U., as shareholders of the Company.

4. Conclusions reached by the ACC

The conclusion reached by the ACC in light of the foregoing is that the proposal to appoint Ms. Mercedes Grau Monjo as a member of the Company's Board of Directors, for a two-year (2) period and as a proprietary director, is justified, and it has resolved unanimously to report in favor of such proposal for its subsequent submission, if appropriate, to the Company's Shareholders' Meeting.

Schedule

Ms. Mercedes Grau Monjo holds a degree in Business Administration and Management and an MBA from ESADE, with a postgraduate degree in international finance from the Stockholm School of Economics and Bocconi University (Milan). In the year 1993 she obtained Series 7 and Series 63 certification from the National Association of Securities Dealers (NASD) in New York.

She began her career at Banco de Progreso (the investment bank of the March Group) and Merrill Lynch, where she rose to the position of Vice President, overseeing the Private Wealth business for clients in Catalonia and the Balearic Islands. In 2003, Ms. Mercedes Grau joined Credit Suisse as Managing Director and was a member of the Spain Management Committee and the Strategic Committee of Credit Suisse Private Banking Europe (CSPB Europe), with responsibilities in private banking at both the national and European levels. In 2008, she joined the executive team of Caixa Catalunya as General Manager of Private Banking and Asset Management and was a member of the Caixa Catalunya Management Committee. In her last executive role at Banca March, she served as General Manager, overseeing the commercial and private banking business, and was a member of the Management and Executive Committee of Banca March, where she led the global expansion of the March Group's business in Spain.

In the past, she has also served as Chair of the Board of Directors of CX Inversión SGIIC, S.A., director of Metrópolis and Finaves IV, a member of the board of Inverco Cataluña and ESADE Alumni, and director of Elix Vintage Residencial SOCIMI, S.A. (a company previously listed on the former MAB, backed by KKR and Altamar, and later sold to Allianz). She was also a partner and director of MdF family partners and an independent director of TREA Asset Management SGIIC, S.A.

Currently, Ms. Mercedes Grau is a partner and director of the *multi-family office* Talenta Gestión SGIIC, S.A., an independent wealth management company, and a member of the company's Management Committee. She is also an independent director of the companies LogisFashion, S.A., Elix Rental Housing SOCIMI II, S.A., Elix Advice, S.A. and Boyser Corporate Portfolio, S.L.U. In January 2025 she was appointed chairwoman of ACG Spain, Association for Corporate Growth, an organization linked to corporate growth and M&A.

Alongside her professional career, she has collaborated with several foundations dedicated to children. Among others, she collaborates with the Small Foundation in the ARI project of the Hospital Clínic Barcelona and with EATICA, related to eating disorders.