

**REPORT BY THE APPOINTMENTS AND COMPENSATION COMMITTEE OF
FLUIDRA, S.A. IN RELATION TO THE APPOINTMENT AS PROPRIETARY
DIRECTOR OF MS. MARÍA DEL CARMEN GAÑET CIRERA, 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. María del Carmen Gañet Cirera** as a member of the Company's board of directors (the "**Report**"), with the category of proprietary director, representing the shareholding interest of Edrem, S.L., and its wholly owned subsidiary Edrem Cartera, 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. María del Carmen Gañet Cirera 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 and her training, experience and knowledge in the area of management. In this sense, it should be noted that Ms. María del Carmen Gañet Cirera has held various positions of responsibility in Spanish multinational companies, where she has led complex corporate expansion and restructuring transactions.

- She also currently holds the positions of independent non-executive director of Repsol, of which she is a member of the Delegate Committee, proprietary director of Société Foncière Lyonnaise, and corporate general manager of Inmobiliaria Colonial, of which she is a member of its Management Committee.
- 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. María del Carmen Gañet Cirera'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. María del Carmen Gañet Cirera'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. María del Carmen Gañet Cirera'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. María del Carmen Gañet Cirera's professional profile is suited to the specific characteristics of the business in which the Company engages.

Similarly, Ms. María del Carmen Gañet Cirera's experience and knowledge in Corporate Finance, M&A and capital markets 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 Edrem, S.L., and its wholly owned subsidiary Edrem Cartera, 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. María del Carmen Gañet Cirera 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. María del Carmen Gañet Cirera has a degree in Economics and Business Administration from the Autonomous University of Barcelona. She has also completed postgraduate studies at ESADE.

Ms. Gañet began her professional career at Arthur Andersen. In 1995 she was appointed Head of Investment and Management Control of the Financial, Real Estate and Insurance Group of Caixa Holding (now Criteria). In 1999 she led Colonial's IPO and, in 2000, she was appointed Chief Financial Officer, becoming a member of its Management Committee. In January 2009, she was appointed Corporate General Manager. She is also a member of its ESG Committee and Investment Committee.

An expert in corporate finance and capital markets, she has led Colonial's international expansion and the consolidation of its leadership through various corporate transactions. She also successfully led its financial restructuring, consolidating it as one of the best European real estate companies. In addition, Ms. Gañet has teaching experience as a professor in the Faculty of Business Administration at the Ramon Llull University.

She has been an independent director of the Catalan Institute of Finance (ICF) and SegurCaixa Adeslas and a proprietary director of Société Foncière Lyonnaise. She has also received several awards and recognitions for her professional career.

Ms. Gañet is currently an independent non-executive director of Repsol, of which she is a member of the Delegate Committee, and corporate general manager of Inmobiliaria Colonial, of which she is a member of its Management Committee. She is a member of the Board of Directors of Société Foncière Lyonnaise (SFL), chair of its Audit Committee and a member of its Executive and Strategy Committee. She is a member of the Board of Directors of the Círculo de Economía, a member of the Diversity Advisory Board of Caixabank, a member of the Board of ULI-España and ULI Barcelona, and a member of the Executive Committee of Barcelona Global.