

**EXPLANATORY REPORT SUBMITTED BY THE BOARD OF DIRECTORS OF
FLUIDRA S.A., ASSESSING THE COMPETENCE, EXPERIENCE AND MERITS OF
MR. JORGE CONSTANS FERNÁNDEZ WITH A VIEW TO HIS REELECTION AS
MEMBER OF THE BOARD OF DIRECTORS OF FLUIDRA, S.A.**

1. Purpose of the Report

The Board of Directors of Fluidra S.A. (the “**Company**” or “**Fluidra**”) issues this report on the proposed reelection of Mr. Jorge Constans Fernández as a member of the Board of Directors, taking into account the provisions of the bylaws, the system contemplated in the Capital Companies Law and the principles of the Code of Good Governance of listed companies, as last amended by the CNMV in June 2020 (the “**Good Governance Code**” or the “**GGC**”).

Sections 4 and 5 of article 529 decies of the Capital Companies Law stipulate that (i) the proposal for the appointment or reelection of an independent director must come from the Appointments and Compensation Committee, and (ii) such appointment or reelection proposal must in all cases be accompanied by a supporting report issued by the Board of Directors which evaluates the competence, experience and merits of the candidate.

The Board of Directors therefore issues this supporting report for the purpose of evaluating the reelection of Mr. Jorge Constans Fernández as an independent director of the Company, considering the proposal issued by the Appointments and Compensation Committee on March 24, 2025, which was seconded by the corresponding report of the Appointments and Compensation Committee of the same date.

2. Internal procedure for making resolution proposals

2.1 Selection process

Fluidra’s selection of directors’ policy is aimed at facilitating an appropriate composition of the board of directors. In accordance with the Good Governance Code, the Selection Policy 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, so that there are not inherent biases that could entail any kind of discrimination and, in particular, that could hinder the selection of female candidates, promoting an increase in their representation in line with best corporate governance practices, always subject to the fundamental principle of merit and suitability of the candidate in line with the analysis of the Company’s needs carried out by the Board of Directors.

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

In view of the proposed candidate’s experience and merits for holding the post of director, his commercial and professional good standing and willingness to pursue good governance at the Company, particularly his ability and professional career, the Board of

Directors, having reviewed the proposal by the Appointments and Compensation Committee dated March 24, 2025, resolved to propose to the Annual Shareholders' Meeting the reelection of Mr. Jorge Constans Fernández as director of the Company, with the category of independent director, according to the definitions established in article 529 duodecies of the Capital Companies Law.

3. Explanatory report

3.1 Professional experience and background

In relation to the proposed reelection of Mr. Jorge Constans Fernández as independent director of Fluidra, the Board of Directors has taken into account the following factors, among others, based on the information in the candidate's CV and his professional background:

- His valuable and continuous contribution to Fluidra's Board of Directors and its different committees over the last 10 years.
- His training and experience in companies of recognized prestige, occupying various positions in commercial management, marketing and business manager.
- His work during 22 years at the Danone Group, where he became responsible for the Europe and United States regions, and during the last two years, he was the president of the dairy products division, with a turnover of 12 billion euros and presence in over 50 countries.
- He has served as president and CEO of Luis Vuitton, and also served as a member of the boards of directors of other companies.

Mr. Jorge Constans Fernández's experience, background and professional profile indicate that he has the merits and competence required to continue holding the office of director of the Company with the category of independent director.

In this sense, the Board of Directors considers that his professional profile contributes positively to complementing and enriching the skills chart of the Board of Directors as a whole.

In order to complete the above information, Mr. Jorge Constans Fernández's CV is attached to this Report as **Schedule**.

3.2 Assessment made by the Board of Directors

Regarding the capacity of dedication for performing the post of director of Fluidra and the suitability and appropriateness of his knowledge, skills, and experience, the Board of Directors refers to the report of the Appointments and Compensation Committee (ACC).

Mr. Constans has held the post of director of Fluidra since May 5, 2015. The Board of Directors has verified that he carried out his post correctly and had a high level of attendance and informed participation at the meetings of the Board of Directors, the

Audit Committee, the Appointments and Compensation Committee, the Delegated, Strategy and ESG Committee, which justifies his proposed appointment.

In short, the Board of Directors considers that Mr. Constans' career at the Company over the last 10 years evidence that he has the appropriate skills, experience and merits to continue performing the post of director.

4. Category of Mr. Jorge Constans Fernández as director

According to article 529 duodecies of the Capital Companies Law, the Board of Directors, following the proposal of the Appointments and Compensation Committee proposes that Mr. Constans is reelected as director with the category of independent director, based on the conclusion that there are not personal or professional circumstances that prevent or in any way hinder his status of independent.

5. Term of office

The term of office of Mr. Constans, whose reelection is proposed, will be for a two-year (2) term, starting from the moment when the Shareholders' Meeting resolves to reelect him. According to article 222 of the Capital Companies Law, the appointment of directors shall expire, once their term of office has ended, when the shareholders' meeting has been held or when the statutory period allowed for the holding of the shareholders' meeting that is to resolve on the approval of the financial statements for the previous year has elapsed.

6. Resolution proposal submitted to the Shareholders' Meeting for approval

In view of what is stated in this report, the Board of Directors submits the following proposed resolution to the Annual Shareholders' Meetings:

"To re-elect Mr. Jorge Valentín Constans Fernández, at the proposal of the Appointments and Compensation Committee, as a member of the Board of Directors of Fluidra, S.A., for the two-year (2) term, with the category of independent director.

In compliance with sections 4 and 5 of article 529 decies of the Spanish Capital Companies Law, approved by Legislative Royal Decree 1/2010, of July 2, 2010, it is placed on record that: (i) the Board of Directors proposed the re-election of Mr. Jorge Valentín Constans Fernández at its meeting held on March 25, 2025; (ii) this re-election proposal was supported by the requisite report assessing the suitability of Mr. Jorge Valentín Constans Fernández, issued by the Board of Directors on March 25, 2025 and attached to the minutes of the Board of Directors' meeting; and (iii) the proposal to re-elect Mr. Jorge Valentín Constans Fernández was preceded by a favorable report issued by the Appointments and Compensation Committee of the Company at its meeting of March 24, 2025, and the said report is attached to the minutes of the Appointments and Compensation Committee meeting."

Schedule

Born in 1964, Jorge Constans holds a degree in Economics from the University of Barcelona, the General Management Programme of IESE and Business Management from ESADE.

In a career spanning 22 years at Danone he held several positions in sales, marketing, general management in Spain and was later Chairman and CEO of Danone France. He was then responsible for the Europe region, and responsibility for the USA was later added. During the last two years in the company he was chairman of the dairy product division, with turnover of 12 B€ and present in more than 50 countries.

At Louis Vuitton he held the position of Chairman and CEO.

He currently serves on the Boards of Puig, Punto Fa (Mango) and Fluidra.