

**REPORT BY THE APPOINTMENTS AND COMPENSATION COMMITTEE OF
FLUIDRA, S.A. IN RELATION TO THE RE-ELECTION AS INDEPENDENT
DIRECTOR OF MR. JORGE CONSTANS FERNÁNDEZ, 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 4 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 ("**ACC**") issues this favorable report in respect of the proposal for the re-election of the director **Mr. Jorge Constans Fernández** as a member of the Company's board of directors (the "**Report**"), with the category of independent director.

2. Purpose of the Report

The report evaluates the proposal for the re-election of Mr. Jorge Constans Fernández as a member of the Company's Board of Directors, with the category of independent director, for which the NRC has taken into account (i) the Recommendation 14 of the Code of Good Governance for Listed Companies and sections 3 and 5 of Technical Guide 1/2019 on appointments and remuneration committees, approved by the CNMV on February 20, 2019; (ii) the applicable regulations, including the Board Regulations, the Appointments and Compensation Committee's Regulations, and the Company's director selection policy; and (iii) the independent status of the director.

3. Aspects considered by the ACC

3.1 Competence, experience and merits

The view formed by the ACC is that Mr. Jorge Constans Fernández 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:

- His valuable and continuous contribution within the Board of Directors of Fluidra and its various committees over the past 10 years.
- His training and experience in renowned companies, holding several positions in commercial management, marketing, and business management.
- His 22-year tenure at the Danone Group, where he was responsible for the Europe and United States regions, and during the last two years, served as president of the dairy division, with a turnover of 12 billion euros and operations in over 50 countries.
- His performance as president and CEO at Louis Vuitton, and 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 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 his 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 Mr. Jorge Constans Fernández'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 he is, or may become a member.

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

In the analysis of Mr. Jorge Constans Fernández's suitability, much consideration has been given to his background and professional profile, which lend diversity to the Board. Having analyzed his curriculum vitae, the Board of Directors is of the opinion that his 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, Mr. Jorge Constans Fernández's professional and international profile is suited to the specific characteristics of the business, the sectors and the countries in which the Company engages.

Similarly, Mr. Jorge Constans Fernández's experience in and knowledge in marketing and senior business management are of great value to the Board of Directors.

3.2.3. Classing as an independent director

The ACC has verified that the candidate proposed meets the requirements to serve as independent director, by concluding that there are no personal or professional circumstances that prevent or diminish in any way their condition of independence.

4. Conclusions reached by the ACC

The conclusion reached by the ACC in light of the foregoing is that the proposal to appoint Mr. Jorge Constans Fernández as a member of the Company's Board of Directors, for a two (2)-year term and as an independent director, is justified, and it has unanimously resolved to propose the appointment, if appropriate, to the Company's Shareholders' 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.