

**REPORT BY THE APPOINTMENTS AND COMPENSATION COMMITTEE OF
FLUIDRA, S.A. IN RELATION TO THE REELECTION AS PROPRIETARY
DIRECTOR OF MR. JOSÉ MANUEL VARGAS GÓMEZ, 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 ("**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 reelection of the director **Mr. José Manuel Vargas Gómez**, as a member of the Company's Board of Directors (the "**Report**"), with the category of proprietary director, in representation of the shareholding interests of Piscine Luxembourg Holdings 1, S.A.R.L., as shareholder 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 proposed reelection, 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 the Board Regulations, the ACC Regulations and the Company's policy on the selection of directors; (iii) the candidate's track record as a director of the Company; and (iv) the director's category as a proprietary director, which he would maintain with the proposed reelection.

3. Aspects considered by the ACC

3.1 Competence, experience and merits

The view formed by the ACC is that Mr. José Manuel Vargas Gómez 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 a **Schedule**.

Mr. José Manuel Vargas Gómez has held the office of director of the Company, with the category of proprietary director, since July 2, 2018, and was most recently reelected to the same position on May 5, 2022.

The following aspects of his curriculum vitae should be highlighted:

- His highly qualified professional profile for the discharge of the functions of proprietary director, due to his extensive experience as well as his training, experience and knowledge in the different management areas. In this regard, Mr. José Manuel Vargas Gómez has held the position of chairman and CEO of Aena, in which he led the restructuring process, partial privatization and IPO of said company in 2015. Among others, he has also held the positions of CEO and CFO of Vocento and CEO of ABC. He is currently Executive Chairman and CEO of Maxam.
- His knowledge of the Company's business. Specifically, the Board of Directors has valued his experience as a proprietary director of the Company for more than seven years, during which the Company has achieved major milestones, including the integration of the Zodiac group, several acquisitions, navigating the challenges of the pandemic and the sector's subsequent normalization, as well as the launch of the Simplification Program to drive margins and transform the Company into a more agile organization.
- A combination of attributes and skills of the candidate that will enable him to contribute to the duties performed by the managing body for the supervision and control of Fluidra, as well as to complement and enrich the skills matrix of the Board of Directors as a whole.

Mr. José Manuel Vargas Gómez's experience, background and professional profile attest to his merits and competency to be reelected for the position of director. His knowledge of the industry in which the Company operates is particularly recognized, in a highly competitive international market in which the candidate has demonstrated significant experience, having achieved notable professional accomplishments throughout his career. In this regard, the ACC considers that his professional profile will make a valuable contribution by supplementing and enriching the skills matrix of the Board 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. José Manuel Vargas Gómez'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 could become a member.

3.2.2. Previous performance in the post

Mr. José Manuel Vargas Gómez has held the position of director of Fluidra since 2018 and was a member of the Audit and Sustainability Committee until February 24, 2026, on which date he became a member of the ACC. He is also a member of the Delegated Committee. The ACC has analyzed the work carried out by Mr. José Manuel Vargas Gómez and his dedication to the position, throughout the time he has served as director of the Company and for as long as he has been a member of the aforementioned Committees,

and has found his performance as director to have been adequate, with a high level of attendance and informed participation at meetings of the Board and of the Committees.

The Board of Directors greatly values Mr. José Manuel Vargas Gómez's experience and profound knowledge of the Company and its group and, in particular, of its business activities, which will enable him to continue making a highly positive contribution to the Board's functioning.

In short, the view formed by the ACC is that Mr. José Manuel Vargas Gómez's background within the Company shows that he has the competence, experience and merits required to continue to hold office as director.

3.2.3. 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. José Manuel Vargas Gómez'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, as has been seen in the years in which he has been a member of the Company's Board of Directors.

His more than seven years as a director of the Company make him especially knowledgeable of the particularities of the business carried out by the Company.

In this regard, his experience and knowledge in management areas, with significant international exposure in various executive responsibilities, bring substantial value to the Board of Directors.

3.2.4. Classing as a proprietary director

The ACC has verified that the proposed candidate meets the requirements for his reelection as director with the category of proprietary director, in accordance with article 529 duodecies of the CCL, in representation of the shareholding interests of Piscine Luxembourg Holdings 1, S.A.R.L., as shareholder of the Company.

4. Conclusions reached by the ACC

Accordingly, the ACC, in light of the foregoing, considers the proposal to be justified and unanimously resolves to issue a favorable report on the reelection of Mr. José Manuel Vargas Gómez as a member of the Company's Board of Directors, for the period of two (2) years, with the category of proprietary director.

Schedule

Born in 1970, Mr. José Manuel Vargas joined Rhône in 2007 as a Senior Advisor and became a Managing Director in 2017. In April 2021, Mr. Vargas temporarily stepped down as Managing Director of the firm and returned to his role as Senior Advisor, to devote his efforts to Maxam, a company within Rhône's investment portfolio, as he assumed the position of Executive Chairman and CEO of Maxam in May 2020.

Mr. Vargas reprised his role as Rhône Managing Director effective as of January 1, 2024, and concurrent with his move to Rhône's London office, where he has assumed responsibilities overseeing Rhône's European operations. Therefore, he stepped down as CEO of Maxam and has remained Chairman of the multinational as part of Rhône's continued oversight of its investment.

Previously, he served as the Chairman and CEO of Aena SME, S.A. leading its restructuring, partial privatization and IPO in 2015. Prior to joining Aena, he held senior management positions at Vocento S.A., where he served as CFO until his promotion to CEO and was also CEO of ABC. Before his tenure in the communication sector, he was the CFO and General Secretary of JOTSA (part of the Philipp Holzmann Group).

In addition to Mr. Vargas's role as a Chairman of Maxam, he also serves on the Board of Directors of Fluidra S.A. Over his career, Mr. Vargas has also served on the Board of Directors of several other companies, including Aena, Vocento, Diario ABC, Cadena COPE, Net TV, Diario El Correo and Wellbore Integrity Solutions.

Since the start of 2024, he has also been appointed as a director of two companies: ASK Chemicals, part of Rhône's portfolio, and Petra Diamonds. He was appointed Chairman of Petra Diamonds in November 2024.

In 2015, he was awarded 'Best Executive of the Year' by the Spanish Association of Executives (AED) and acknowledged as 'Person of the Year' within the Economic and Financial world by 'El Economista' (Spanish Financial Outlet).

Mr. Vargas earned degrees in Economics and Business from Complutense University of Madrid and holds a law degree from UNED. He is also a Chartered Accountant.