
ISSUER IDENTIFICATION

Year end date: [31/12/2021]
Tax ID: [A-17728593]

Company Name:

[**FLUIDRA, S.A.**]

Registered address:

[AVENIDA FRANCESC MACIA, 60 PLANTA 20 (SABADELL) BARCELONA]

A. REMUNERATION POLICY OF THE COMPANY FOR THE CURRENT FISCAL YEAR

A.1.1 Explain the current director remuneration policy applicable to the year in progress. To the extent that it is relevant, certain information may be included in relation to the remuneration policy approved by the General Shareholders' Meeting, provided that these references are clear, specific and concrete.

The specific determinations for the year in progress should be described, both the remuneration of directors in their status as such and as a result of their executive functions carried out for the Board pursuant to the contracts signed with executive directors and to the remuneration policy approved by the General Shareholders' Meeting.

In any event, the following aspects should be reported:

- a) Description of the procedures and bodies at the company involved in the determination and approval of the remuneration policy and its terms and conditions
- b) Indicate and, where applicable, explain whether comparable companies have been taken into account in order to establish the company's remuneration policy.
- c) Information on whether any external advisors took part in this process and, if so, their identity
- d) Procedures included in the current remuneration policy for directors for making temporary exceptions to the policy, the conditions under which such exceptions can be made and the components that may be subject to exception under the policy.

A) A new remuneration policy was approved in 2021 since the previous policy approved by the Board in 2018 was expiring. This policy was drafted at a time when there were still doubts about how the pandemic might affect the 2021 results. However, now that the 2021 fiscal year has ended and given the Group's size, a new Remuneration Policy is being submitted to the shareholders at the General Meeting for their approval, which will be valid from the approval date through December 31, 2024. The proposed Remuneration Policy is consistent with the existing policy in terms of the principles, structure and content of the remuneration package.

The same principles and foundations as the previous policy are maintained, namely that remuneration should be reasonably proportionate to the Company's importance, its economic situation and the market standards of comparable companies. It should be geared towards promoting the creation of sustainable long-term value, linking directors' remuneration to business performance and shareholders' interests and incorporating the necessary safeguards to avoid excessive risk-taking and the rewarding of unfavourable results. However, some adjustments have been made to strengthen the alignment of the policy with all stakeholders, with the Group's strategy, and with the practices of comparable sectors and companies, considering Fluidra's new size and position in the market following the growth experienced since the merger, particularly in 2021; the acquisitions, especially in 2021; and its inclusion on the Ibex-35 index. Changes have also been made to adapt the Policy to the amendments of the consolidated text of the Capital Companies Act approved in 2021. To that end, we have analyzed the information received from institutional investors and proxy advisers and the provisions of the Code of Good Corporate Governance regarding directors' remuneration.

The changes are described below.

The key quantitative changes to the Remuneration Policy are as follows:

- i) the maximum annual remuneration directors may receive for acting as such is increased from €1,600,000 to €2,000,000 as of June 1, 2022;
- ii) the fixed remuneration of executive directors is increased (for the CEO, from €531,000 in 2021 to €600,000 in 2022; and for the Executive President, from €390,000 to €500,000.
- iii) increase in the maximum ratio of the executive directors' annual bonus to the fixed remuneration from 100% to 150%; and
- iv) long-term incentive, "2022-2026 Plan", for Fluidra's key directors and senior management.

The aim behind the Remuneration Policy is to ensure that directors' remuneration is in reasonable proportion to the importance of the Company, its economic position and market standards among comparable companies. The aim of the remuneration system established is to promote the sustainable creation of value over the long term, linking the remuneration of directors to the return received by, and interests of, the shareholders, including the necessary safeguards to avoid excessive risk-taking and the rewarding of poor results.

Additionally, Fluidra takes into account the economic environment, the Company's results, the strategy of the Fluidra group, best market practices and Corporate Governance recommendations in relation to remuneration.

D.1 Continued

A.1.2 Relative importance of variable remuneration items vis-à-vis fixed remuneration (remuneration mix) and the criteria and objectives taken into consideration in their determination and to guarantee a suitable balance between

the fixed and variable components of the remuneration. In particular, indicate actions taken by the company in relation to the remuneration plan to reduce exposure to excessive risk and adjust it to the company's long-term objectives, values and interests, including, where applicable, a reference to the measures which are planned to guarantee that the remuneration policy is consistent with the company's long-term results, the measures adopted in relation to personnel whose professional performance has material repercussions on the company's risk profile and the measures planned to avoid conflicts of interests, if any.

Furthermore, state whether the company has established any period for the accrual or consolidation of certain variable remuneration items, in cash, shares or other financial instruments, any deferral period in the payment of amounts or the handover of accrued and consolidated financial instruments, or if any clause exists reducing the deferred remuneration or that obliges the director to return remuneration received, when such remuneration has been based on certain figures that have clearly been shown to be inaccurate has been agreed.

According to the Remuneration Policy, only the Executive Directors receive short- or long-term variable remuneration. This is in compliance with CNMV recommendation no. 57, according to which variable remuneration linked to the company's performance and personal performance, and that consisting of the award of shares, options or rights over shares or instruments linked to share value, must be confined to Executive Directors.

The remuneration system of Executive Directors reflects a balanced and efficient relationship between fixed components and variable annual or multi-year components. Variable remuneration is set with a medium- and long-term view, which provides an incentive for performance in strategic terms in addition to the achievement of short-term results, considering the current situation and the Company's outlook and objectives with regard to sustainable growth, without the variable remuneration threatening the Company's ability to maintain its solvency and financial situation. The Remuneration Policy seeks to promote and favor the achievement of the Company's strategic objectives by incorporating long-term incentives, reinforcing continuity in the Company's competitive development, fostering motivation, loyalty and retention, whilst keeping remuneration in line with best practices.

1. Annual variable remuneration ("AVR")

According to the new Remuneration Policy, the AVR, weighted according to the attainment scale, may not exceed 150% of the fixed remuneration for executive functions once the level of attainment of objectives is applied. The attainment scale for economic objectives ranges from 40% of the incentive to a maximum of 180% of the RVA target% if the maximum values for each indicator are achieved or exceeded.

The setting of the percentage represented by RVA in relation to fixed remuneration for executive functions, the indicators, and the evaluation of performance shall be determined annually by the board of directors, upon a proposal by the ACC, which shall subsequently determine the levels of achievement. In order to receive the full amount of the annual bonus, the Executive Director must still be associated with Fluidra on December 31 of the year in which the bonus is to be paid. In the event of termination of their relationship with Fluidra prior that date, they shall receive the proportional part of the variable remuneration to which they would have been entitled in the event of continuing through to December 31 which corresponds to the part of the year for which they have remained with Fluidra.

2. Long-term variable remuneration

The Executive Directors may participate in long-term incentive plans based on Fluidra equity instruments, or linked to the value of such instruments, established by the Company for its executive personnel ("LTI").

The LTI will entitle its beneficiaries to receive, once a certain period of time has elapsed, an amount in shares or other instruments, or options over the same, or cash, subject to fulfillment of the conditions and strategic objectives established in the LTI. Those plans shall be of a recurring nature, their specific conditions being set by the Board of Directors upon a proposal by the ACC. They must be in alignment and compatible with the principles of the Remuneration Policy and be approved by the Fluidra Shareholders' Meeting insofar as may be required.

LTI currently in place at Fluidra:

- The 2018-2022 Plan, approved by the Shareholders' Meeting in 2018, and the main characteristics of which are detailed in a subsection of this Report, has been structured through a certain number of units that serve as a reference for determining the final number of shares in the Company to be delivered to the Plan beneficiaries.

- The 2022-2026 Plan will be submitted by the Board of Directors to the General Shareholders' Meeting for its approval at the same time as this Report on the recommendation of the ACC.

The remuneration mix is as follows, depending on the level of attainment attached to the bonus:

Variable annual bonus (% of fixed remuneration):

Executive President: minimum: 0%, target: 100%; maximum 185%;

CEO: minimum: 0%, target: 150%, maximum: 277.5%

Long-term incentive (% of fixed remuneration):

Executive President: minimum: 0%, target: 150%; maximum 258%;

CEO: minimum: 0%, target: 150%, maximum: 258%

Does not include in kind remuneration or contributions to pension plans, since the amount is negligible. The amounts reflect the average annualized percentage of the 2022-2026 LTI based on the FR on the approval date.

The principles regulating the Company's Director Remuneration Policy take into account the shareholders' interests and prudent risk management. The remuneration system therefore seeks to promote the Company's long-term profitability and sustainability and includes the necessary safeguards to prevent excessive risk-taking and the rewarding of poor results.

The measures that the Company has established for determining an appropriate risk management and promoting sustainability of results are:

AVR:

* There is no entitlement to receive a guaranteed variable annual remuneration.

-The AVR has fixed a maximum amount that may not exceed 150% of the Executive Director's fixed remuneration weighted by the level of attainment scale (with a maximum of 277.5% of the fixed remuneration in the event of overachievement of objectives).

-The parameters of the AVR are defined annually, the objectives being set by the Board upon a proposal by the ACC, having regard to the variables which have been identified within the Company's risk map.

- Defined scales of achievement for each objective based on the Company's results are included. Any variation in the Company's results will affect the degree of achievement of the objectives and directly affect the amount of the AVR to which - where appropriate - the Executive Directors may be entitled.

- The AVR accrues annually and is paid annually in arrears, within the first quarter of the calendar year following the year of accrual, once the fulfilment of the associated objectives is verified.

LTI:

- There is no guaranteed right to receive the long-term incentive.

Long-term remuneration is linked to specific financial metrics, including defined scales of achievement for each objective based on the Company's results.

- Pursuant to the Remuneration Policy, the incentive to be settled shall take into account any qualifications in the external auditor's report that reduce the Company's earnings.

- The payment of the long-term incentive must be deferred for the minimum period of time necessary to verify that the pre-established conditions to which it is linked have indeed been met ("malus" clause).

- The long-term remuneration system for Executive Directors imposes on them the obligation to maintain the ownership of a certain number of any shares they may receive under long-term incentive plans.

- The long-term remuneration corresponding to the Executive Directors is subject to a clawback clause, which enables the Company to demand reimbursement of the remuneration if it becomes evident that the payment was made based wholly or in part on information which has subsequently been proven to be false or seriously inaccurate.

Pursuant to the Board Regulations, the directors are under the following obligations

- Not to directly or indirectly perform professional or commercial transactions with the Company unless authorized by the Company in the terms envisaged in the law, the Bylaws and the Board Regulations.
- To communicate the existence of conflicts of interest to the Board of Directors.
- To refrain from participating in debates and votes on resolutions with respect to which they, or persons related to them, have a direct or indirect conflict of interest, unless they are authorized to do so by the applicable legislation. This shall not apply to resolutions or decisions affecting the director in his/her capacity as such, such as designation or removal from his/her office on the managing body or similar.
- To adopt the necessary measures to avoid situations in which their interests, for their own account or for the account of others, may be in conflict with the corporate interest and with their duties to the Company.

A.1.3 Amount and nature of fixed components that are due to be accrued during the year by directors in their status as such.

The maximum annual remuneration Directors may earn for the supervisory and collegiate decision-making functions inherent to their status as such to be submitted to the General Shareholders' Meeting for approval together with this Annual remuneration Report is €2,000,000.

The aforementioned amount is, in any case, a maximum limit, and it falls to the Board to propose how that amount will be distributed amongst the different components and the directors, in the form, at the time and in the proportions freely determined by the Board in light of the functions and responsibilities attributed to each one, their membership of and positions held on the Board Committees, and any other objective circumstances which may be deemed relevant. Of that amount, the breakdown of fixed remuneration by position and responsibilities of the members of the Board which is expected to accrue during fiscal year 2022, from June 1, proportionally, is as follows (the remuneration up to the time will be the same as in 2021):

- 90,000 euros per annum for each member of the Board of Directors.
- For the responsibility and dedication required of members of the various Committees and that involved in the Presidency and coordination of the Board:

An additional 20,000 euros per annum for each member of the ACC, except for the Committee chairman, who will receive an additional 40,000 euros.

An additional 20,000 euros per annum for each member of the Audit Committee, except for the Committee chairman, who will receive an additional 40,000 euros.

An additional 12,000 euros per annum for each member of the Delegated Committee.

An additional 50,000 euros per annum for the President of the Board of Directors.

An additional 25,000 euros per annum for the coordinator of the Board of Directors

However, the Executive Directors who are members of the different Committees shall not receive any additional amount for their membership thereof.

Allowances for attendance at Board or Committee meetings are 8,000 per annum. The amount received by those Directors who reside outside of Europe, however, is 20,000 euros per annum.

Finally, Directors will be reimbursed for duly justified expenses incurred in the course of rendering their services to the Company.

A.1.4 Amount and nature of fixed components that are due to be accrued during the year for the performance of senior management functions of executive directors.

The fixed cash compensation to be paid to executive directors in 2022 is as follows:

- Eloi Planes: 500,000 euros
- Bruce Brooks: 600,000 euros

In addition, Mr. Bruce Brooks shall receive tax and legal advice in relation to his expatriation. Part of Mr. Bruce Brooks' remuneration is paid by another company of the Fluidra Group.

A.1.5 Amount and nature of any component of in kind remuneration that will accrue during the year, including, but not limited to, insurance premiums paid in favor of the director.

Until the new Remuneration Policy takes effect, the in kind remuneration of executive directors for their senior management functions is as detailed in the 2020 Remuneration Report.

Once the new Remuneration Policy takes effect, the Executive Directors will receive the following in kind remuneration:

- In accordance with the Fluidra policy for executive personnel, the Company makes available to its Executive Directors a vehicle at an estimated cost for 2022 of 9,000 euros for Eloi Planes and Bruce Brooks
- The Company assumes the cost of a life insurance policy covering the Executive Directors against the contingencies of death and disability. As of the date of this Report, the estimated annual premium for 2022 is 15,000 euros in the case of Mr. Eloi Planes and 12,000 euros in the case of Bruce Brooks.
- Fluidra assumes the cost of a family medical insurance policy, for which the annual premium for 2022 is approximately 5,720 euros in the case of Mr. Eloy Planes and 16,000 euros in the case of Mr. Bruce Brooks.
- Duly justified "relocation and travel" expenses of Bruce Brooks up to a maximum annual amount of €65,000.

Part of Mr. Bruce Brooks' remuneration is paid by another company of the Fluidra Group.

A.1.6 Amount and nature of variable components, differentiating between those established in the short and long term. Amount and nature of variable components, differentiating between those established in the short and long term. Financial and non-financial parameters, including social, environmental and climate change parameters selected to determine variable remuneration in the year in progress, explaining the extent to which these parameters are related to performance, both of the director and the company, together with their risk profile, and the methodology, timetable and techniques established to determine the degree of compliance with the parameters used in the design of the variable remuneration, explaining the applicable criteria and factors in terms of the time required and the methods used to effectively verify compliance, with the performance conditions or any others to which the accrual is tied and the consolidation of each component of variable remuneration.

State the range, in monetary terms, of the different variable components according to the degree of compliance with the objectives and parameters established, and whether any maximum monetary amounts exist in absolute terms.

The variable remuneration system for the Executive Directors for 2022 includes two components: annual variable remuneration and long-term variable remuneration.

(i) AVR:

In accordance with the terms of their respective contracts, the Executive Directors receive AVR linked to the achievement of economic and management objectives related to the budget set by the Board of Directors for each year. The objective criteria to be used to calculate the AVR for 2022 are as follows:

- For 2022, the Executive President's AVR, prior to weighting according to the attainment scale, is 100% of the fixed remuneration for his executive functions. The achievement scale ranges from a payment of 40% of the variable amount, in the event of achieving the minimum levels established for each indicator (0% if the minimum levels are not achieved), up to maximum payment of 185%, in the event of achieving or exceeding the maximum levels established for each indicator.
- For 2022, the CEO's AVR, once weighted according to the attainment scale, is 150% of the fixed remuneration for his executive functions. The achievement scale ranges from a payment of 40% of the variable amount, in the event of achieving the minimum levels established for each indicator (0% if the minimum levels are not achieved), up to maximum payment of 185%, in the event of achieving or exceeding the maximum levels established for each indicator.

The indicators for 2022:

- (i) 85%, economic objectives: Free Cash-Flow (25%), PF cash EPS (25%), EBITDA (25%) and total sales growth (10%) and
- (ii) 15% management objectives: within the management objectives, 4% are linked to compliance with the company's ESG ("Environment, Social and Governance") objectives.

The achievement scale for the economic objectives in 2022 is as follows:

Free cash flow: 80% of the objective for entitlement to payment of 40% of the AVR linked to this objective, and 120% for entitlement to 200%. Proforma Cash Earning Per Share: 70% of the objective for entitlement to payment of 40% of the AVR linked to this objective, and 130% for entitlement to 200%. Ebitda: 80% of the objective for entitlement to payment of 40% of the AVR linked to this objective, and 120% for entitlement to 200%. Total growth in sales: 50% of the objective for entitlement to payment of 40% of the AVR linked to this objective, and 150% for entitlement to 200%. If the management objectives are achieved, the payout would be 100% of the target AVR linked to these objectives; otherwise it would be 0%.

At the end of the fiscal year, upon receipt of the appropriate supporting documentation, the Board of Directors, on the recommendations of the ACR, will assess the degree of compliance with the objectives set at the beginning of the fiscal year and approve the amount of the AVR to be received by each executive director based on the degree of compliance achieved. Once the amount of the incentive is approved, it will be paid in cash after Fluidra's annual accounts have been drafted, taking into account, where applicable, any provisos in the external auditor's report.

(iii) LTI:

Executive Directors are beneficiaries of the following long-term incentive plans in 2022:

- a) 2018-2022 Plan, aimed at key executives and executive directors of the Fluidra group approved at the General Meeting held on June 27, 2018.
- b) The 2022-2026 Plan for key executives and executive directors of the Fluidra Group which the Board of Directors, on the recommendation of the ACC, has submitted to the General Shareholders' Meeting for its approval along with this Report.

The Plans aim to encourage, motivate and retain Fluidra's management team, linking part of their remuneration to the company's stock value in order to align the interests of the beneficiaries with those of shareholders by offering them competitive remuneration that is in line with market remuneration practices and the Fluidra group's new organization and strategy.

1. The basic conditions of the the 2018-2022 Plan are as follows:

Under the 2018-2022 Plan, Beneficiaries can receive a certain number of ordinary Fluidra shares if certain requirements are met.

Instrument: The 2018-2022 Plan is implemented through the award of a certain number of PSUs which will then be used as a reference in order to determine the final number of shares in the Company to be delivered to the Beneficiaries, after a certain period of time, as long as certain strategic objectives of Fluidra and the relevant requirements established in the 2018-2022 Plan regulations have been met. The maximum number of Company shares to be delivered under the 2018-2022 Plan is a total of 5,737,979 shares, representing 2.93 percent of the Company's share capital as at the Merger registration date.

Term The 2018-2022 Plan was launched on January 1, 2018 and ends on December 31, 2022, although the effective settlement of the Plan will occur during the month of January 2023. The measurement period for compliance with the economic objectives to which the Plan is linked is four years, from January 1, 2018 through to December 31, 2021. There is therefore an additional period of one year, through to December 31, 2022, throughout which the Beneficiary is required to remain with the Fluidra group.

Case-by-case allocation. The individual assignment of the number of PSUs to each of the Beneficiaries of the 2018-2022 Plan is decided by the Board Directors based on a proposal by the ACC, except in the case of directors with executive functions, for which the PSUs are assigned by the Shareholders' Meeting, where appropriate.

The assignment of 180,000 PSUs to Mr. Eloi Planes Corts and 291,375 PSUs to Mr. Bruce Brooks was approved at the Shareholders' Meeting held on June 27, 2018. Requirements for receiving the incentive: The requirements to be met for the Beneficiary to receive the shares under the Plan are as follows:

Insofar as total PSUs awarded, the Beneficiary must continue to serve Fluidra through December 31, 2022, except under special circumstances such as death, permanent disability, retirement and other situations established in the Plan regulations. If the Beneficiary resigns or is lawfully dismissed or justifiably terminated, he shall therefore lose entitlement to receive the shares under the 2018-2022 Plan. In the case of Executive Directors, all the PSUs awarded are subject to the continued service requirement and to compliance with the financial to which the Plan is linked.

Metrics. The degree of achievement, and thus the number of Fluidra shares to be delivered to the Beneficiaries, will depend on the degree of achievement of the financial objectives to which the 2018-2022 Plan is linked, insofar as relates to the percentage of PSUs awarded which is linked to such achievement.

The specific number of Fluidra shares to be given to each Beneficiary on the settlement date if the conditions established are met, insofar as relates to the PSUs granted which are linked to the fulfilment of the financial objectives, shall be established based on:

- (i) the evolution of Fluidra's TSR in absolute terms, and
- (ii) the evolution of the EBITDA of the Fluidra group.

The weighting percentages for the Executive Directors are 70% for the TSR target and 30% for the Fluidra group EBITDA target. Both the TSR and the EBITDA will be determined over the measurement period for the achievement of economic objectives, which will be the time period between January 1, 2018 and December 31, 2021.

The metrics achievement scale ranges from 25%, in the event of achievement of the minimum levels established for each metric, up to a maximum of 170% in the event of attaining or exceeding the maximum values established for each metric. The maximum number of shares to be delivered to the Executive Directors in the event of attaining or exceeding the maximum values established for each metric will therefore be 306,000 in the case of Mr. Eloy Planes Corts and 495,338 shares in the case of Mr. Bruce Brooks.

Following the conclusion of the measurement period of the metrics linked to the 2018-2022 Plan on December 31, 2021, the Board of Directors, on the recommendation of the ACC, has decided to pay 170% of the incentive for the achievement of the TSR and EBITDA targets since the maximum thresholds established for both metrics were exceeded. The number of shares to be delivered to the Executive Directors in January 2023, as long as they remain with Fluidra through December 31, 2022, is 306,000 in the case of Mr. Eloy Planes Corts and 495,338 shares in the case of Mr. Bruce Brooks.

Under no circumstances may the shares be delivered to the Beneficiaries, the latter losing any right to receive them, if prior to the delivery date they had been sanctioned for a serious breach of the code of conduct pursuant to the Group's internal regulations. The delivery of the shares in payment of the variable remuneration shall be executed either by Fluidra or by a third party in accordance with the coverage systems adopted by the Board of Directors. Similarly, the Company may demand the reimbursement of the shares delivered under the 2018-2022 Plan, or even offset the delivery made against other types of remuneration of any nature to which the Beneficiary is entitled if, during the two years following settlement of the Plan, it becomes evident that such settlement was based wholly or in part on information which has subsequently been clearly shown to be false or seriously inaccurate. This clause is applicable to the Executive Directors in all cases and to the Beneficiaries who are responsible for such information. From the time that the shares are allocated until a period of three years after their acquisition, the Executive Directors may not transfer the ownership of a number of shares equivalent to twice their fixed annual remuneration. However, the above shall not apply to any shares that an Executive Director needs to dispose of, if necessary, to meet the costs associated with their acquisition, including taxation arising from the delivery of the shares.

2. The basic conditions of the the 2022-2026 Plan are as follows:

Instrument: The 2022-2026 Plan is implemented through the award of a certain number of units ("PSUs") which will then be used as a reference in order to determine the final number of Shares to be delivered to the Beneficiaries after a certain period of time, as long as certain strategic objectives of the Fluidra Group are fulfilled and the requirements provided for in the Regulations are met.

Term: The 2022-2026 Plan has a term of five (5) years, running from January 1, 2022, with effect from the date of approval of the Plan by the Fluidra Shareholders' Meeting to which this resolution is submitted for approval, (the "Start Date") until December 31, 2026 (the "End Date"), without prejudice to the effective settlement of the last cycle of the Plan, which will take place in June 2027.

The Plan is divided into three (3) independent cycles (the "Cycles") and will have three award dates (the "Award Dates") for the target incentive to be received in the event of achieving 100% of the objectives to which it is linked ("Target Incentive"), each of which will take place in 2022, 2023 and 2024, respectively. Each one of the Cycles will have an objective measurement period of three (3) years (the "Measurement Period"), starting on January 1 of the year in which the Cycle begins (the "Measurement Period Start Date") and ending three (3) years after the Measurement Period Start Date, that is, on December 31 of the year the Measurement Period for the Cycle ends (the "Measurement Period End Date").

Once the Measurement Period for each Cycle has ended, the associated incentive to which each of the Beneficiaries will be entitled will be determined according to the degree of achievement of the objectives established for the Cycle in question ("Degree of Achievement")

The incentive corresponding to each Cycle of the Plan will be settled in the month of June of the year after the Measurement Period End Date, following approval of the financial statements for the year in which the Measurement Period of the Cycle in question ends (the "Settlement Date").

Beneficiaries: The beneficiaries of the 2022-2026 Plan (the "Beneficiaries") will be the members of the management team of Fluidra and of the subsidiaries making up the Fluidra Group, as determined by the Board of Directors of Fluidra, at the proposal of the Appointments and Compensation Committee, who are expressly invited to participate in the Plan via a letter of invitation (the "Letter of Invitation") and who expressly accept such invitation.

For these purposes, the Fluidra Shareholders' Meeting designates as Beneficiaries of the 2022-2026 Plan those directors of Fluidra who, during the term of the Plan, are attributed executive functions in the Fluidra Group ("Executive Directors"). At the date of approval of the Plan by the Fluidra Shareholders' Meeting, the Executive Directors are Mr. Eloy Planes, Executive Chairman, and Mr. Bruce Brooks, CEO.

D.1 Continued

A.1.7 Main characteristics of long-term savings systems. Among other information, state the contingencies covered by the system, whether through defined contributions or benefits, the annual contribution that needs to be made to the defined contribution system, the benefits directors are entitled to in the event of defined benefit systems, the conditions under which economic rights are consolidated for directors and their compatibility with any other type of payment or severance pay as a result of the early termination or dismissal of the director, or deriving from the termination of the contractual relation, in the terms provided, between the company and the director.

State if the accrual or consolidation of any of the long-term savings plans is linked to achieving certain objectives or parameters related to the short- or long-term performance of the director.

Fluidra has assumed vis-à-vis Mr. Eloy Planes a defined-contribution pension commitment entailing the setting up of a retirement pension fund through annual contributions made by the Company amounting to 16,000 euros in 2022. He has vested rights.

Mr. Bruce Brooks

Mr. Bruce Brooks is an active participant in the 401 (k) pension plan maintained by Fluidra's US subsidiary. The cost of the plan for the Fluidra group in 2022 was 11,000 euros. If, at any time, Mr. Bruce Brooks is unable to participate in that pension plan, the Company shall finance - or arrange for its US subsidiary to finance - a defined contribution pension fund, making annual contributions of 16,000 euros. Fluidra reserves the right to finance these pension commitments using whatever instrument it considers most suitable pursuant to the currently applicable legislation.

This commitment is compatible with the severance to which Executive Directors are entitled in the event of termination or early removal in the terms envisaged and described in the subsections below.

A.1.8 Any type of payment or severance pay for early termination or dismissal of the director, or deriving from the termination of the contractual relation, in the terms provided, between the company and the director, whether voluntary resignation by the director or dismissal of the director by the company, as well as any type of agreement reached, such as exclusivity,

post-contractual non-competition, permanence or loyalty, which entitle the director to any type of remuneration.

The non-executive directors are not entitled to indemnities for termination of their functions as director.

The contracts of the Executive Directors envisage the following severance payments in the event of termination of the provision of services agreement signed by the Company and the director.

Severance pay for termination of the contract

Following the Good Governance recommendations for listed entities, the severance to which the Executive Directors will be entitled in case of termination of the contract at the instance of Fluidra for any reason, except in case of serious and wilful or negligent non-fulfilment of their duties as Executive Directors of the Company, will be:

- Mr. Eloy Planes: an amount equivalent to twice his annual remuneration, based on his gross annual fixed salary for the year in which his contract is terminated and the gross annual variable salary for the preceding year. This includes the legal indemnity that Mr. Eloy Planes is entitled to receive for the termination of his previous employment relationship of 16 years and 7 months, suspended on the occasion of his appointment as a director.
- Mr. Bruce Books: an amount equal to one year's remuneration, based on his gross annual fixed salary for the year in which his contract is terminated and his target gross annual variable salary.

The Executive Directors shall be entitled to receive this severance pay if they decide to terminate their contracts by their own choice, if such termination is due to any of the following causes:

- Serious breach by the Company of any of the contractual obligations related to their position.
- Reduction and substantial limitation of their duties or powers.
- Substantial modification of their contractual conditions.
- Change of ownership of Fluidra's share capital with or without changing the Company's governing bodies. Exclusivity and confidentiality.

The contracts of the Executive Directors establish clauses regulating confidentiality and exclusive dedication, this being without prejudice to any activities which have been expressly authorized by the Company, provided they do not hinder the fulfilment of the duties of diligence and loyalty inherent in their post or entail a conflict with the Company. Such exclusivity clause does not entitle the Executive Directors to any specific remuneration.

Post-contractual non-compete and non-solicitation undertaking.

Without prejudice to the agreement in which the Executive Directors undertake not to compete with the Company as long as the contracts are in force, it is agreed that: Mr. Eloy Planes: a post-contractual non-competition agreement with a duration of two years from the conclusion of the effective provision of services. The economic compensation established for the commitment pursuant to the post-contractual non-compete undertaking is two times his gross annual fixed remuneration in force at the time of termination of the contract.

Mr. Bruce Brooks: a post-contractual non-solicitation and non-competition agreement with a duration of two years from the conclusion of the effective provision of services. The economic compensation derived from the post-contractual non-solicitation and non-competition undertaking is included in the amount of remuneration established for him. The non-compete agreement was included in his contract in April of 2021.

A.1.9 State the conditions that contracts should respect for those exercising senior management functions as executive directors. Among others, information should be provided on the duration, limits on amounts of severance pay, minimum contract term clauses, notice periods and payment in lieu of these notice periods, and any other clauses relating to hiring bonuses, compensation and golden parachute clauses for early termination of the contractual relationship between the company and the executive director. Include, among others, the pacts or agreement on non-competition, exclusivity, permanence and loyalty, and post-contractual non-competition, unless these have been explained in the previous section.

The contracts of the Executive Directors of the Company are commercial contracts, and contain a clear description of the functions and responsibilities to be assumed according to the provisions of commercial legislation, the Bylaws, the Regulations applicable to the bodies of the Company and those attributed by the Shareholders' Meeting of Fluidra. Set out below are the essential terms and conditions of the contracts of Executive Directors which have been approved in accordance with the provisions of articles 249 and 529 *octodecimas* of the LSC.

1- Term:

The Executive Directors have signed an indefinite-term contract for services with the Company which shall remain in force for as long as the directors perform the executive duties delegated to them by the Board of Directors according to their post.

2- Exclusivity and Confidentiality

The contracts establish clauses regulating confidentiality and exclusive dedication, without prejudice to the activities which are expressly authorized, provided they do not hinder the fulfilment of the duties of diligence and loyalty inherent in their post or entail a conflict with the Company.

3- Time commitment

The Executive Directors' contracts do not include any continuity or loyalty clauses.

4- Advance notice period

The parties are required to give at least six months' notice before the effective date of termination of the contractual relationship, except when this occurs by mutual agreement, due to serious and wilful or negligent non-fulfilment of the Executive Director's professional duties or a serious breach by the Company of the obligations undertaken in relation to the position of Executive Director. In the event of non-fulfilment of the obligation to give notice, the performing party shall be entitled to receive an amount equal to the fixed remuneration pending payment during the period of the breach.

5- Severance pay for termination of the contract

Details of the severance payable for termination of the contract are provided in a subsection of this Report.

6- Post-contractual non-compete and non-solicitation undertaking

Details of the post-contractual non-competition and non-solicitation undertaking are provided in the previous subsection of this Report.

7. Other

In addition, the contract signed with Mr. Bruce Brooks specifies that any remuneration (including remuneration in cash and in kind and payments for termination of contract, if any) paid by a US subsidiary of the Fluidra group will reduce the amount of the remuneration to be paid by Fluidra stipulated in the contract signed by him with the Company.

The Board of Directors will periodically review the conditions of the contracts signed with the Executive Directors in order to include in them any amendments necessary to adapt them to the Remuneration Policy in force at any given time and to the internal regulations of the Company that apply.

A.1.10 The nature and estimated amount of any other supplementary remuneration accrued by directors in the year in progress in consideration for services rendered other than those inherent in the post.

- Remuneration Policy does not envisage any remuneration for directors not already mentioned in the previous subsections.

A.1.11 Other remunerative items or by-products, as the case may be, of the company granting the director advance payments, loans, guarantees or any other remuneration.

- The Directors' Remuneration Policy does not envisage the possibility of providing advances, loans and guarantees to the directors.

A.1.12 The nature and estimated amount of any other planned supplementary remuneration accrued by directors in the year in progress that are not included in the previous sections, whether payment is satisfied by the company or another group company.

No remuneration payable by Group entities to any of the members of the Board is envisaged for the current fiscal year that has not been included in the preceding sections

A.2. Explain any significant change in the remuneration policy applicable in the current year resulting from:

- a) A new policy or a modification of the policy already approved by the General Meeting.
- b) Significant changes in the specific determinations established by the board for the current year regarding the remuneration policy in force with respect to those applied in the previous year.
- c) Proposals that the board of directors has agreed to submit to the general shareholders' meeting to which this annual report will be submitted and which are proposed to be applicable to the current year.

As mentioned in section A.1, along with the Annual Remuneration Report, on the recommendation of the Board of Directors the General Shareholders' Meeting is asked to approve: (i) a new Remuneration Policy that will be valid from the approval date up to and including the year 2024; (ii) the modification of the maximum remuneration paid to all directors for their status as such; and (iii) the 2022-2026 Incentive Plan.

The most relevant changes proposed by the Board of Directors in the new Remuneration Policy are discussed in section A.1.1 above.

A.3. Identify the direct link to the document where the current company remuneration policy is posted, which must be available on the web page of the company.

<https://www.fluidra.com/es/accionistas/remuneraciones-de-los-consejeros>

A.4. Explain, taking into account the data provided in Section B.4, the outcome of voting, of a consultative nature, by shareholders at the General Shareholders' Meeting on the annual report on remuneration for the previous year.

The resolution received the favorable vote of 97.21% of the voting quorum, in the terms stated in section B.4 of this Report.

Similarly, the Remuneration Policy was approved with the affirmative vote of 96.3% of the quorum with voting rights.

B. OVERALL SUMMARY OF HOW REMUNERATION POLICY WAS APPLIED DURING THE YEAR JUST ENDED

B.1.1 Explain the process followed to apply the remuneration policy and determine the individual remuneration contained in Section C of this report. This information will include the role played by the remuneration committee, the decisions taken by the Board of Directors and, the identity and the role of the external advisors whose services have been used in the process to apply the remuneration policy in the year ended.

The individual remuneration of the directors of Fluidra accrued in fiscal year 2021 that is reflected in section C of this Report has been determined in accordance with the principles and criteria of the Company's directors' remuneration policy in force in 2021.

The Remuneration Policy in force in 2021 was the one approved at the General Shareholders' Meeting held on June 27, 2018, which was valid for fiscal years 2018 to 2021.

The procedures, matters and decisions adopted by the ACC and the Board of Directors, according to the powers described in subsection A.1 of this Report, are as follows:

- Evaluation of the Board of Directors and its Committees and monitoring of the action plan derived from the self-evaluation of the Board.
- Evaluation of the degree of compliance with the 2020 AVR metrics of the Executive Directors and Fluidra's management team and approval of the amount of the 2020 AVR to be settled in 2021, based on the degree of compliance.
- Approval of the 2021 remuneration for Fluidra's management team.
- 2021 AVR of Fluidra's Executive Directors and management team: determination of the AVR metrics, establishment of the threshold for entitlement to the RVA and payout scale depending on the degree of compliance with the objectives of each metric.
- Proposal of the Annual Report on Directors' Remuneration for 2020, to be submitted to a consultative vote at the Shareholders' Meeting.
- Proposal to submit certain parts of the Annual Report on Directors' Remuneration for 2020 to the Shareholders' Meeting for approval.

B.1.2 Explain any deviation from the established procedure for the application of the remuneration policy that occurred during the fiscal year.

There were no deviations in the procedure for the application of the Remuneration Policy.

B.1.3 State whether any temporary exceptions to the remuneration policy were applied and, if so, explain the exceptional circumstances that led to the application of these exceptions, the specific components of the remuneration policy affected and the reasons why the company believes these exceptions were necessary to serve the long-term interests and sustainability of the company as a whole or to ensure its viability. Also quantify the impact which the application of these exceptions has had on the remuneration of each director in the fiscal year.

No temporary exceptions were applied.

B.2. Explain the different actions taken by the company in relation to the remuneration system and how they have contributed to reducing exposure to excessive risks and adapting them to the long-term objectives, values and interests of the company, including a reference to the measures that have been adopted to guarantee that the long-term results of the company have been taken into consideration in the remuneration accrued and that a suitable balance has been attained between the fixed and variable components of the remuneration, the measures that have been adopted in relation to those categories of staff whose professional activities have a material repercussion on the company's risk profile and the measures that have been adopted to avoid conflicts of interest, if any.

The remuneration of Executive Directors is a key issue for the Board of Directors and the ACC. Because that is the case, the remuneration model is continuously reviewed, evaluated and updated by both bodies. Fluidra has defined a competitive executive remuneration program which motivates and rewards executives for achieving financial and strategic objectives that generate long-term value for shareholders, while providing rewards commensurate with performance. This program applies to both executive directors and other senior executives who are considered critical to the company as a way of incentivizing the growth and sustainability of the company. So:

- Total remuneration is composed of a fixed portion, an annual variable portion and a long-term variable portion.
- The LTIs are linked to the achievement of Fluidra's long-term objectives based on its strategic plan.
- The LTIs are paid in shares, aligning the directors' interests with those of the shareholders, with the obligation to retain the ownership of the net shares received for three years from the acquisition date, until the beneficiary owns a certain number of shares.
- Variable remuneration is not guaranteed.
- LTI's are subject to clawback and malus clauses as described in the preceding sections, which allow the company to request the return of the incentive paid in certain cases.

Finally, the steps taken to avoid conflicts of interest are explained in section A.1.6 above.

B.3. Explain how the remuneration accrued and vested in the fiscal year complies with the current remuneration policy and, in particular, how it contributes to the company's long-term sustainable performance.

Furthermore, report on the relationship between the remuneration obtained by the directors and the results or other performance measures of the company in the short and long term, explaining, as the case may be, how the variations in the performance of the company have influenced changes in the remuneration of directors and how the latter contribute to the short- and long-term results of the company.

Section C of this Report includes the breakdown of the remuneration accrued in 2021, for all items, in favor of the directors of Fluidra, pursuant to the remuneration policies in force in the year with respect to remuneration items and amounts.

Variable remuneration is aligned with the achievement of objectives linked to Fluidra's annual budget, so that variations in the company's performance have a direct influence on the AVR and, therefore, on the compensation of directors with

executive functions. The AVR linked to the achievement of financial and non-financial and business objectives is configured with a view to the medium and long term which drives long-term performance in strategic terms, in addition to the achievement of short-term results, considering the current situation and the prospects and objectives for Fluidra's sustainable growth.

Medium and long-term incentives are linked to strategic plans of at least three years, which fosters the creation of sustainable value for the Group. Multi-year variable remuneration is paid in shares, which aligns the interests of the Executive Directors with those of shareholders.

B.4. Report on the result of the consultative vote at the General Shareholders' Meeting on the annual remuneration report for the previous year, indicating the number abstentions, blank votes and yea and nay votes cast:

	Number	% of total
Votes cast	155,335,864	0.00
	Number	% of votes cast
Votes against	4,148,201	2.67
Votes in favor	151,010,100	97.21
Blank votes		0.00
Abstentions	177,563	0.11

Remarks

B.5. Explain how the fixed components accrued during the year by the directors in their capacity as such are determined, the relative proportion for each director and how they have changed compared to the year before.

The remuneration items accrued in 2021 in fixed salary, per diem allowances and totals are as follows:

Eloy Planes 118,000 8,000 126,000
Bruce Brooks 82,000 8,000 90,000
Oscar Serra 94,000 8,000 102,000
Jose Manuel Vargas 103,533 8,000 111,533
Bernat Corbera 97,000 8,000 105,000
PIUMOC Inversions 97,000 8,000 105,000
Sébastien Mazella di Bosco 47,839 3,511 51,350
Steven Langman 90,167 20,000 110,167
Gabriel Lopez 97,000 8,000 105,000
Jordi Constans 139,000 8,000 147,000
Esther Berrozpe: 102,000 8,000 110,000
Brian McDonald: 102,000 20,000 122,000
Martin Ariel Atlas: 44,644 4,356 49,000
Barbara Borra: €0

Total (€): 1,214,183 119,867 1,334,050

The remuneration items accrued in 2020 in fixed salary, per diem allowances and totals are as

follows: Eloi Planes 118,000 8,000 126,000
Bruce Brooks 82,000 8,000 90,000
Oscar Serra 94,000 8,000 102,000
Jose Manuel Vargas 97,000 8,000 105,000
Bernat Corbera 97,000 8,000 105,000
PIUMOC Inversions 97,000 8,000 105,000
Sébastien Mazella di Bosco 109,000 8,000 117,000
Steven Langman 82,000 20,000 102,000

Gabriel Lopez 104,500 8,000 112,500
Jordi Constans 135,250 8,000 143,250
Esther Berrozpe: 100,125 8,000 108,125
Brian McDonald: 100,125 20,000 120,125

Total (€): 1,216,0000 120,000 1,336,000

B.6. Explain how the salaries accrued by each one of the executive directors over the past fiscal year for the performance of management duties were determined, and how they have changed with respect to the previous year

The fixed remuneration in cash accrued in 2021 in favor of the Executive Directors, in addition to that received for their status as such, is as follows:

Mr. Eloi Planes: According to the Remuneration Policy, in 2021 Mr. Eloy Planes received fixed remuneration of €390,000 for his executive functions, an increase of 5% over 2020 (€370,000).

Mr. Bruce Brooks: According to the Remuneration Policy, in 2021 Mr. Bruce Brooks received fixed remuneration of €531,000, an increase of 3% over 2020 (€518,000). He also received €22,500 in relocation&travel expenses.

Some of Mr. Bruce Brooks' remuneration has been paid by another Fluidra Group company.

B.7. Explain the nature and the main characteristics of the variable components of the remuneration systems accrued in the year ended.

Specifically:

- a) Identify each one of the remuneration plans that have determined the different types of variable remuneration accrued by each of the directors in the year ended, including information on their scope, their date of approval, their date of incorporation, the periods of accrual and validity, the criteria used to evaluate performance and how this has affected the establishment of the variable amount accrued, as well as the measurement criteria used and the time needed to be in a position to adequately measure all the conditions and criteria, explaining in detail the criteria and factors applied in terms of the time required and methods for verifying that performance or other conditions tied to the accrual and vesting of each component of variable remuneration have been effectively fulfilled.
- b) In the case of stock options and other financial instruments, the general characteristics of each plan will include information on both the conditions to acquire unconditional ownership (vesting) and to exercise these options or financial instruments, including the price and term to exercise them.
- c) Each one of the directors, together with their category (executive directors, proprietary external directors, independent external directors and other external directors), that are beneficiaries of remunerations systems or plans that include variable remuneration.
- d) As the case may be, information is to be provided on periods for the accrual or deferment of payment applied and/or the periods for withholding/unavailability of shares or other financial instruments, if they should exist.

Explain the short-term variable components of the remuneration systems

As explained in section A.1 of this Report, according to the Remuneration Policy, the variable remuneration only applies to Executive Directors.

The variable remuneration system for the Executive Directors in 2021 includes two components: AVR:

In accordance with the terms of their respective contracts, the Executive Directors earned, in 2021, gross annual variable remuneration linked to the achievement of economic and management objectives related to the budget set by the board of directors for that year, which will be paid in 2022. The objective criteria used to calculate the AVR for 2021 are as follows:

Mr. Eloy Planes

The AVR for 2021, prior to weighting by the achievement scale, is 100% of the fixed remuneration for executive functions. In 2021, the indicators were as follows: (i) 85%, economic objectives: Free Cash-Flow (25%), PF cash EPS (25%), EBITDA (25%) and total sales growth (10%)

(ii) by 15% of management objectives: where we find 5% linked to ESG metrics and the remaining 10% to other strategic management objectives.

On February 23 2022, the ACC verified the degree of achievement of the objectives to which the accrual of the AVR in 2021 was linked and proposed it to the Board of Directors for approval. The degree of achievement was 184%. In view of the degree of achievement, on February 24, 2022 the Board of Directors approved the accrued AVR for 2021 to be paid in 2022 in the amount of €717,600.

Mr. Bruce Brooks

The AVR of 2021, prior to weighting by the achievement scale is 100% of the fixed remuneration. In 2021, the indicators were as follows:

(iv) 85% of economic objectives: Free Cash-Flow (25%), PF cash EPS (25%), EBITDA (25%) and total sales growth (10%)

(i) by 15% of management objectives: 4% linked to ESG objectives and the remaining 11% to other strategic management objectives.

On February 23, 2022, the ACC verified the degree of achievement of the objectives to which the accrual of the AVR in 2021 was linked and proposed it to the Board of Directors for approval. The degree of achievement was as follows: 184.6% In view of the degree of achievement, on 168.6% the board of directors approved an accrued AVR for 2021 to be settled in 2022 in the amount of 980,226 euros.

Explain the long-term variable components of the remuneration systems

The executive directors are beneficiaries in 2021 of the ILP 2018, the features of which are described in section A.1 of this Report.

B.8. Indicate whether certain variable components have been reduced or clawed back when, in the case of the former, payment has been consolidated and deferred or, in the case of the latter, consolidated and paid, on the basis of data that have subsequently proved to be inaccurate. Describe the amounts reduced or clawed back through the application of the reduction or clawback clauses, why they were implemented and the years to which they refer.

There were no reductions or claims for reimbursement in respect of vested and paid or deferred variable remuneration components which were based on data that has subsequently been shown to be clearly inaccurate.

B.9. Explain the main characteristics of the long-term savings systems where the amount or equivalent annual cost appears in the tables in Section C, including retirement and any other survivor benefit that are financed, totally or partially, by the company, whether through internal or external contributions, indicating the type of plan, whether it is a defined contribution or benefit, the contingencies covered, the conditions to consolidate economic rights for directors and their compatibility with.

The Company has assumed pension commitments with its executive directors, the main characteristics of which are described in section A.1 of this Report.

B.10. Explain, where appropriate, the severance pay or any other type of payment deriving from early dismissal or early resignation, or from the termination of the contract in the terms provided for therein, accrued and/or received by directors during the year ended

In fiscal year 2021, no indemnities or other types of payments accrued that derived from early termination, whether due to removal by the company or resignation by the director, or from termination of the contract.

B.11. Indicate whether there have been any significant changes in the contracts of persons exercising senior management functions, such as executive directors, and, where appropriate, explain such changes. In addition, explain the main conditions of the new contracts signed with executive directors during the year, unless these have already been explained in Section A.1.

The contract of the CEO, Mr. Bruce Brooks, was modified in 2021 to include a post-contractual non-compete clause in the terms describe in A.1.8 above.

B.12. Explain any supplementary remuneration accrued by directors as consideration for services rendered outside of their post.

No other supplementary remuneration was accrued by directors in consideration for services provided rendered other than those inherent to their posts.

B.13. Explain any remuneration deriving from advance payments, loans or guarantees granted, indicating the interest rate, their key characteristics and the amounts eventually returned, as well as the obligations taken on by way of guarantee or collateral.

There are advance payments, loans or guarantees granted by the Company to its directors.

B.14. Itemize the remuneration in kind accrued by the directors over the year, briefly explaining the nature of the different salary components.

There follows a breakdown of the amount of the items of remuneration in kind accrued in 2021 by the Executive Directors, the nature of which is described in Section A.1 of this Report.

Mr. Eloy Planes

Mr. Eloy Planes received the following in kind remuneration included in the Remuneration Policy:

- Life insurance policy: 14,838 euros
- Medical insurance policy: 5,210.40 euros
- Use of a company car: 8,451 euros
- Contribution to pension plan: 16,000 euros

Mr. Bruce Brooks

Mr. Bruce Brooks received the following in kind remuneration included in the Remuneration Policy:

- Life insurance policy: 15,300.70 euros
- Medical insurance policy: 17,865.64 euros
- Use of a company car: 8,897.81 euros
- Contribution to pension plan: 11,306 euros

B.15. Explain the remuneration accrued by directors by virtue of payments settled by the listed company to a third company at which the director renders services when these payments seek to remunerate the director's services to the company.

The Company made no payments to any third party entity where the directors might render their services for the purpose of compensating them for their services to the company.

However, as explained in preceding sections, the group company Zodiac Pool Solutions LLC has paid Mr. Bruce Brooks some of the remuneration accrued in respect of executive functions detailed in the preceding sections.

B.16. Explain and provide details of the amounts accrued during the year for any remuneration item other than the ones mentioned above, regardless of the type or the group company that pays it, including all benefits in any form, such as those which are considered related-party transactions and especially those which materially affect the true image of the total remuneration paid to the director. Explain the amount paid or pending payment and the nature of the consideration received. Where applicable, state reasons why it was not considered remuneration paid to the director in his capacity as such or in consideration for the performance of his capacity as such or in consideration for the performance of his executive functions, and whether or not it is considered appropriate to include it in the amounts shown under "other items" in section C.

In 2021, the directors did not earn any remuneration items other than those already described in this Report.

C. DETAILS OF REMUNERATION PAID TO EACH INDIVIDUAL DIRECTOR

Name	Category	Period of accrual in year 2021
Mr. ELOI PLANES CORTS	CEO	From 1/1/2021 to 12/31/2021
Mr. OSCAR SERRA DUFFO	Nominee Director	From 1/1/2021 to 12/31/2021
Mr. GABRIEL LÓPEZ ESCOBAR	Independent Director	From 1/1/2021 to 12/31/2021
Mr. BERNARDO CORBERA SERRA	Nominee Director	From 1/1/2021 to 12/31/2021
Mr JORGE VALENTIN CONSTANS FERNANDEZ	Independent Director	From 1/1/2021 to 12/31/2021
Mr. BRUCE WALKER BROOKS	Executive Director	From 1/1/2021 to 12/31/2021
Mr. JOSÉ MANUEL VARGAS GÓMEZ	Nominee Director	From 1/1/2021 to 12/31/2021
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO	Nominee Director	From 1/1/2021 to 06/08/2021
Mr. MICHAEL STEVEN LANGMAN	Nominee Director	From 1/1/2021 to 12/31/2021
PIUMOC INVERSIONS S.A.U	Nominee Director	From 1/1/2021 to 12/31/2021
Ms. ESTHER BERROZPE GALINDO	Independent Director	From 1/1/2021 to 12/31/2021
Mr. BRIAN LOUIS MCDONALD	Independent Director	From 1/1/2021 to 12/03/2021
Mr. MARTIN ARIEL ATLAS	Nominee Director	From 6/14/2021 to 12/30/2021

ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED COMPANIES

C.1. Complete the following tables regarding the individual remuneration of each director (including the salary received for performing executive duties) during the year.

a) Remuneration from the reporting company:

i) Remuneration in cash (in thousand €)

Name	Fixed remuneration	Per diems	Remuneration for sitting on Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnity	Other items	2021 Total	2020 Total
Mr. ELOI PLANES CORTS	118	8		390	718				1,234	1,020
Mr. OSCAR SERRA DUFFO	82	8	12						102	102
Mr. GABRIEL LÓPEZ ESCOBAR	82	8	15						105	113
Mr. BERNARDO CORBERA SERRA 100	82	8	15						105	105
Mr. JORGE VALENTIN CONSTANS FERNANDEZ	97	8	42						147	143
Mr. BRUCE WALKER BROOKS	82	8		531	980		23		1,624	1,541
Mr. JOSÉ MANUEL VARGAS GÓMEZ	82	8	22						112	105
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO	36	3	12						51	105
Mr. MICHAEL STEVEN LANGMAN	82	20	8						110	102
PIUMOC INVERSIONS S.A.U	82	8	15						105	105
Ms. ESTHER BERROZPE GALINDO	82	8	20						110	108
Mr. BRIAN LOUIS MCDONALD	82	20	20						122	102
Mr. MARTIN ARIEL ATLAS	45	4							49	

Remarks

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ii) Table of changes in share-based remuneration schemes and gross profit from consolidated shares or financial instruments.

Name	Name of plan	Financial instruments at start 2021		Financial instruments executed in fiscal year 2021		Financial instruments vested during the year				Matured, unredeemed instruments	Financial instruments 2021 year end	
		No. instruments	No. equivalent shares	No. instruments	No. equivalent shares	No. instruments	No. equivalent/ vested shares	Price of vested shares	Net profit from shares handed over or consolidated financial instruments (thousand €)	No. instruments	No. instruments	No. equivalent shares
Mr. ELOI PLANES CORTS	2018-2022 Plan	180,000	180,000					0.00		306,000	306,000	306,000
Mr. OSCAR SERRA DUFFO	Plan							0.00				
Mr. GABRIEL LÓPEZ ESCOBAR	Plan							0.00				
Mr. BERNARDO CORBERA SERRA 100	Plan							0.00				
Mr. JORGE VALENTIN CONSTANS FERNANDEZ	Plan							0.00				
Mr. BRUCE WALKER BROOKS	2018-2022 Plan	291,375	291,375					0.00		495,338	495,338	495,338
Mr. JOSÉ MANUEL VARGAS GÓMEZ	Plan							0.00				
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO	Plan							0.00				
Mr. MICHAEL STEVEN LANGMAN	Plan							0.00				
PIUMOC INVERSIONS S.A.U	Plan							0.00				
Ms. ESTHER BERROZPE GALINDO	Plan							0.00				

Name	Name of plan	Financial instruments at start 2021		Financial instruments executed in fiscal year 2021		Financial instruments vested during the year				Matured, unredeemed instruments	Financial instruments 2021 year end	
		No. instruments	No. equivalent shares	No. instruments	No. equivalent shares	No. instruments	No. of equivalent/vested shares	Price of vested shares	Net profit from shares handed over or consolidated financial instruments (thousand €)	No. instruments	No. instruments	No. equivalent shares
Mr. BRIAN LOUIS MCDONALD	Plan							0.00				
Mr. MARTIN ARIEL ATLAS	Plan							0.00				

Remarks

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iii) Long-term saving systems.

Name	Remuneration from vested rights in savings plans
Mr. ELOI PLANES CORTS	16
Mr. OSCAR SERRA DUFFO	
Mr. GABRIEL LÓPEZ ESCOBAR	
Mr. BERNARDO CORBERA SERRA	
Mr. JORGE VALENTIN CONSTANS FERNANDEZ	
Mr. BRUCE WALKER BROOKS	11
Mr. JOSÉ MANUEL VARGAS GÓMEZ	
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO	

ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Remuneration from vested rights in savings plans
Mr. MICHAEL STEVEN LANGMAN	
PIUMOC INVERSIONS S.A.U	
Ms. ESTHER BERROZPE GALINDO	
Mr. BRIAN LOUIS MCDONALD	
Mr. MARTIN ARIEL ATLAS	

Name	Contributions made by company during the year (thousand €)				Amount of accumulated funds (thousand €)			
	Savings plans with unvested economic rights		Savings plans with unvested economic rights		Savings plans with unvested economic rights		Savings plans with unvested economic rights	
	2021 fiscal year	Financial Year 2020	Financial Year 2021	Financial Year 2020	Financial Year 2021	Financial Year 2020	Financial Year 2021	Financial Year 2020
Mr. ELOI PLANES CORTS	16	16			179	163		
Mr. OSCAR SERRA DUFFO								
Mr. GABRIEL LÓPEZ ESCOBAR								
Mr. BERNARDO CORBERA SERRA								
Mr. JORGE VALENTIN CONSTANS FERNANDEZ								
Mr. BRUCE WALKER BROOKS	11	9			448	380		
Mr. JOSÉ MANUEL VARGAS GÓMEZ								
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO								

Name	Contributions made by company during the year (thousand €)				Amount of accumulated funds (thousand €)			
	Savings plans with unvested economic rights		Savings plans with unvested economic rights		Savings plans with unvested economic rights		Savings plans with unvested economic rights	
	2021 fiscal year	Financial Year 2020	Financial Year 2021	Financial Year 2020	Financial Year 2021	Financial Year 2020	Financial Year 2021	Financial Year 2020
Mr. MICHAEL STEVEN LANGMAN								
PIUMOC INVERSIONS S.A.U								
Ms. ESTHER BERROZPE GALINDO								
Mr. BRIAN LOUIS MCDONALD								
Mr. MARTIN ARIEL ATLAS								

Comments:

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iv) Detail other items

Name	Item	Amount
Mr. ELOI PLANES CORTS	Health insurance	5
Mr. ELOY PLANES CORTS	Vehicle	8
Mr. ELOY PLANES CORTS	Life insurance	15
Mr. OSCAR SERRA DUFFO	Item	
Mr. GABRIEL LÓPEZ ESCOBAR	Item	
Mr. BERNARDO CORBERA SERRA	Item	

Name	Item	Amount
Mr. JORGE VALENTIN CONSTANS FERNANDEZ	Item	
Mr. BRUCE WALKER BROOKS	Vehicle	9
Mr. BRUCE WALKER BROOKS	Health insurance	18
Mr. BRUCE WALKER BROOKS	Life insurance	15
Mr. JOSÉ MANUEL VARGAS GÓMEZ	Item	
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO	Item	
Mr. MICHAEL STEVEN LANGMAN	Item	
PIUMOC INVERSIONS S.A.U	Item	
Ms. ESTHER BERROZPE GALINDO	Item	
Mr. BRIAN LOUIS MCDONALD	Item	
Mr. MARTIN ARIEL ATLAS	Item	

Comments:

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b) Remuneration paid to Company directors for sitting on the boards of subsidiaries:

i) Remuneration in cash (in thousand €)

Name	Fixed remuneration	Per diems	Remuneration for sitting on Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnity	Other items	2021 Total	2020 Total
Mr. ELOI PLANES CORTS										

ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Fixed remuneration	Per diems	Remuneration for sitting on Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnity	Other items	2021 Total	2020 Total
Mr. OSCAR SERRA DUFFO										
Mr. GABRIEL LÓPEZ ESCOBAR										
Mr. BERNARDO CORBERA SERRA										
Mr. JORGE VALENTIN CONSTANS FERNANDEZ										
Mr. BRUCE WALKER BROOKS										
Mr. JOSÉ MANUEL VARGAS GÓMEZ										
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO										
Mr. MICHAEL STEVEN LANGMAN										
PIUMOC INVERSIONS S.A.U										
Ms. ESTHER BERROZPE GALINDO										
Mr. BRIAN LOUIS MCDONALD										
Mr. MARTIN ARIEL ATLAS										

Comments:

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ii) Table of changes in share-based remuneration schemes and gross profit from consolidated shares or financial instruments.

Name	Name of plan	Financial instruments at start 2021		Financial instruments executed in fiscal year 2021		Financial instruments vested during the year				Matured, unredeemed instruments	Financial instruments 2021 year end	
		No. instruments	No. equivalent shares	No. instruments	No. equivalent shares	No. instruments	No. of equivalent/vested shares	Price of vested shares	Net profit from shares handed over or consolidated financial instruments (thousand €)	No. instruments	No. instruments	No. equivalent shares
Mr. ELOI PLANES CORTS	Plan							0.00				
Mr. OSCAR SERRA DUFFO	Plan							0.00				
Mr. GABRIEL LÓPEZ ESCOBAR	Plan							0.00				
Mr. BERNARDO CORBERA SERRA 100	Plan							0.00				
Mr. JORGE VALENTIN CONSTANS FERNANDEZ	Plan							0.00				
Mr. BRUCE WALKER BROOKS	0							0.00				
Mr. JOSÉ MANUEL VARGAS GÓMEZ	Plan							0.00				

ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Name of plan	Financial instruments at start 2021		Financial instruments executed in fiscal year 2021		Financial instruments vested during the year				Matured, unredeemed instruments	Financial instruments 2021 year end	
		No. instruments	No. equivalent shares	No. instruments	No. equivalent shares	No. instruments	No. of equivalent/vested shares	Price of vested shares	Net profit from shares handed over or consolidated financial instruments (thousand €)	No. instruments	No. instruments	No. equivalent shares
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO	Plan							0.00				
Mr. MICHAEL STEVEN LANGMAN	Plan							0.00				
PIUMOC INVERSIONS S.A.U	Plan							0.00				
Ms. ESTHER BERROZPE GALINDO	Plan							0.00				
Mr. BRIAN LOUIS MCDONALD	Plan							0.00				
Mr. MARTIN ARIEL ATLAS	Plan							0.00				

Remarks

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iii) Long-term saving systems.

Name	Remuneration from vested rights in savings plans
Mr. ELOI PLANES CORTS	
Mr. OSCAR SERRA DUFFO	
Mr. GABRIEL LÓPEZ ESCOBAR	
Mr. BERNARDO CORBERA SERRA	
Mr. JORGE VALENTIN CONSTANS FERNANDEZ	
Mr. BRUCE WALKER BROOKS	
Mr. JOSÉ MANUEL VARGAS GÓMEZ	
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO	
Mr. MICHAEL STEVEN LANGMAN	
PIUMOC INVERSIONS S.A.U	
Ms. ESTHER BERROZPE GALINDO	
Mr. BRIAN LOUIS MCDONALD	
Mr. MARTIN ARIEL ATLAS	

Name	Contributions made by company during the year (thousand €)				Amount of accumulated funds (thousand €)			
	Savings plans with unvested economic rights		Savings plans with unvested economic rights		Savings plans with unvested economic rights		Savings plans with unvested economic rights	
	2021 fiscal year	Financial Year 2020	Financial Year 2021	Financial Year 2020	Financial Year 2021	Financial Year 2020	Financial Year 2021	Financial Year 2020
Mr. ELOI PLANES CORTS								
Mr. OSCAR SERRA DUFFO								

Name	Contributions made by company during the year (thousand €)				Amount of accumulated funds (thousand €)			
	Savings plans with unvested economic rights		Savings plans with unvested economic rights		Savings plans with unvested economic rights		Savings plans with unvested economic rights	
	2021 fiscal year	Financial Year 2020	Financial Year 2021	Financial Year 2020	Financial Year 2021	Financial Year 2020	Financial Year 2021	Financial Year 2020
Mr. GABRIEL LÓPEZ ESCOBAR								
Mr. BERNARDO CORBERA SERRA								
Mr. JORGE VALENTIN CONSTANS FERNANDEZ								
Mr. BRUCE WALKER BROOKS								
Mr. JOSÉ MANUEL VARGAS GÓMEZ								
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO								
Mr. MICHAEL STEVEN LANGMAN								
PIUMOC INVERSIONS S.A.U								
Ms. ESTHER BERROZPE GALINDO								
Mr. BRIAN LOUIS MCDONALD								
Mr. MARTIN ARIEL ATLAS								

Comments:

iv) Detail other items

Name	Item	Amount
Mr. ELOI PLANES CORTS	Vehicle	
Mr. ELOI PLANES CORTS	Item	
Mr. ELOI PLANES CORTS	Item	
Mr. OSCAR SERRA DUFFO	Item	
Mr. GABRIEL LÓPEZ ESCOBAR	Item	
Mr. BERNARDO CORBERA SERRA	Item	
Mr. JORGE VALENTIN CONSTANS FERNANDEZ	Item	
Mr. BRUCE WALKER BROOKS	Item	
Mr. BRUCE WALKER BROOKS	Item	
Mr. BRUCE WALKER BROOKS	Item	
Mr. JOSÉ MANUEL VARGAS GÓMEZ	Item	
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO	Item	
Mr. MICHAEL STEVEN LANGMAN	Item	
PIUMOC INVERSIONS S.A.U	Item	
Ms. ESTHER BERROZPE GALINDO	Item	
Mr. BRIAN LOUIS MCDONALD	Item	

Name	Item	Amount
Mr. MARTIN ARIEL ATLAS	Item	

Comments:

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c) Summary remunerations (thousand €):

This should include a summary of the amounts corresponding to all the remuneration items included in this report that have accrued to each director, in thousands of euros.

Name	Remuneration earned in the company					Remuneration earned in Group companies					Total paid in 2021 by company + group
	Total remuneration in cash	Gross profit on vested shares or vested	Financial instruments	Saving plan Other items	Total paid in 2021 by company	Total remuneration in cash	Gross profit on vested shares or vested	Financial instruments	Saving plan Other items	Total paid in 2021 by group	
Mr. ELOI PLANES CORTS	1,234		16	29	1,279						1,279
Mr. OSCAR SERRA DUFFO	102				102						102
Mr. GABRIEL LÓPEZ ESCOBAR	105				105						105
Mr. BERNARDO CORBERA SERRA 100	105				105						105
Mr. JORGE VALENTIN CONSTANS FERNANDEZ	147				147						147
Mr. BRUCE WALKER BROOKS	1,624		11	42	1,677						1,677

ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Remuneration earned at the company					Remuneration earned in Group companies					Total paid in 2021 by company + group
	Total remuneration in cash	Gross profit on vested shares or vested	Financial instruments	Saving plan Other items	Total paid in 2021 by company	Total remuneration in cash	Gross profit on vested shares or vested	Financial instruments	Saving plan Other items	Total paid in 2021 by group	
Mr. JOSÉ MANUEL VARGAS GÓMEZ	112				112						112
Mr. SEBASTIEN SIMON MAZELLA DI BOSCO	51				51						51
Mr. MICHAEL STEVEN LANGMAN	110				110						110
PIUMOC INVERSIONS S.A.U	105				105						105
Ms. ESTHER BERROZPE GALINDO	110				110						110
Mr. BRIAN LOUIS MCDONALD	122				122						122
Mr. MARTIN ARIEL ATLAS	49				49						49
TOTAL	3,976		27	71	4,074						4,074

Remarks

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- C.2. Describe the evolution over the last five years of the variation - as an amount and a percentage - in the remuneration accrued by each one of the listed company's directors during the year, in the company's consolidated results and in the average remuneration on a full-time equivalent basis of the employees of the company and its subsidiaries who are not directors of the listed company.

	Total amounts accrued and % year-on-year change								
	2021 fiscal year	2021/ 2020 Variation %	Financial Year 2020	2020/ 2019 Variation %	2019 fiscal year	2019/ 2018 Variation %	2018 fiscal year	2018/ 2017 Variation %	2017 fiscal year
Executive Directors									
Mr. ELOI PLANES CORTS	1,280	9.97	1,164	39.57	834	-76.52	3,552	335.83	815
Mr. BRUCE WALKER BROOKS	1,679	3.58	1,621	46.83	1,104	59.54	692	-	0
Consolidated company results									
	255,968	156.22	99,903	613.75	13,997	-	0	-	32,814
Average employee remuneration									
	40	5.26	38	-2.56	39	11.43	35	25.00	28

Remarks

Analysis of the changes:

2017 vs 2018:

Most of Mr. Eloi Planes' 2018 remuneration comes from the settlement of the 2015-2017 Incentive Plan, which was paid in 2018.

Mr Bruce Brooks' 2018 remuneration only accrues for half a year, since he joined the company on July 1, 2018 following the merger with Zodiac.

The company's 2018 consolidated profits attributable to the parent company went from €31.1 million in profits to €33.9 million in losses, due primarily to the three aspects of the merger: expenses associated with the merger transaction, negative impacts of inventory revaluation, and amortizations of intangible assets.

2019 vs 2018

Mr. Planes' remuneration does not include an incentive plan.

Mr Brooks' remuneration reflects the first full year in 2020 vs 2019.

The increase in Mr Planes' and Mr Brooks' remuneration is due primarily to bonuses paid for the company's excellent results in 2020 (increase of 613.75%). The fixed remuneration of Mr Planes and Mr Brooks did not increase. Employee compensation decreased slightly because the employees' remuneration in 2020 does not include the accrual of the retention bonus agreed as a result of the merger for 2018 and 2019.

D. OTHER INFORMATION OF INTEREST

If there are any relevant issues relating to directors' remuneration that you have not been able to address in the previous sections of this report, but which are necessary to provide more comprehensive and fully reasoned information on the remuneration structure and practices of the company with regard to its directors, list them briefly.

A.1.1 Continued

D) The new Remuneration Policy to be submitted to the General Shareholders' Meeting for approval establishes that Fluidra's Board of Directors, on the recommendation of the ACC, may approve temporary exceptions to the Remuneration Policy under exceptional circumstances where the exception is necessary to serve the long-term interests and sustainability of Fluidra as a whole or to ensure its viability. The details of and justification for temporary exceptions will be included in the pertinent Annual Remuneration Report.

A.1.6 Continued

Maximum number of Shares included in the Plan: The total number of Shares which, in implementation of the Plan, will be delivered to the Beneficiaries at the end of each Cycle will be that resulting from dividing the maximum amount allocated to each Cycle by the weighted average closing price of the Shares for the trading sessions taking place on the thirty (30) days prior to the Measurement Period Start Date of the Cycle in question (the "Reference Value"). The maximum total amount allocated to the Plan if 100% of the related objectives are met is €55M.

The maximum total amount allocated to each Cycle of the Plan, if 100% of the objectives are met, will be determined by the Board of Directors, following a report by the Appointments and Compensation Committee, and may not exceed, for all three Cycles of the Plan as a whole, the aforementioned amount of €55M.

In any event, if 100% of the objectives are met, the total number of Shares to be delivered in implementation of the Plan to all of the Beneficiaries in the three Cycles may not exceed 0.8% of the share capital of Fluidra on the date of approval of the Plan, and will be 1.3% in the event of reaching the maximum Degree of Achievement of the objectives.

If the maximum number of Shares allocated to the Plan authorized by the Shareholders' Meeting is insufficient to be able to settle the incentive in Shares corresponding to the Beneficiaries under each Cycle of the Plan, Fluidra shall pay in cash the amount of the incentive corresponding to the excess which cannot be settled in Shares.

If 100% of the objectives of the Plan are met, the Executive Directors of Fluidra will be entitled to receive, at the end of each of the three Cycles, a number of Shares equal in value to 250% of their Fixed Annual Compensation in force on the award date of the incentive corresponding to the Cycle in question, divided by the Reference Value.

In any event, the number of Shares to be delivered will depend on the number of PSUs assigned and on the degree of achievement of the objectives to which the incentive is linked.

For the first Cycle of the Plan, if 100% of the Cycle objectives are met, and taking into consideration the average weighted closing price of the Share for the trading sessions taking place on the thirty (30) days prior to January 1, 2022 and the Annual Fixed Compensation of the Executive Directors in force on the date of approval of the Plan, 37,651 Shares would be delivered to the Executive Chairman,

Mr. Eloy Planes and 45,181 Shares would be delivered to the CEO Mr. Bruce Brooks. In the event of reaching the maximum Degree of Achievement of the objectives to which the first Cycle is linked, the number of Shares to be delivered will be 172% of the Shares to be delivered in the event of achieving 100% of the objectives. Accordingly, the maximum number of Shares to be delivered would be 64,760 Shares in the case of Mr. Eloy Planes and 77,711 Shares in the case of Mr. Bruce Brooks.

For each of the remaining Cycles, the Board of Directors, following a report by the Appointments and Compensation Committee, will determine the maximum amounts that will serve as a basis in order to establish, according to the Reference Value of the Cycle in question, the number of Shares that may be delivered if 100% of the objectives are met and in the event of

reaching the maximum Degree of Achievement of the objectives to which the corresponding Cycle is linked. The number of PSUs assigned in each Cycle shall be duly reported in the corresponding Annual Report on Directors' Remuneration.

Requirements for receiving the incentive: The requirements to be met, on a cumulative basis, in order for the Beneficiary to vest the right to receive the incentive corresponding to each Cycle of the 2022-2026 Plan are as follows:

- For the total PSUs available in each Cycle, the Beneficiary must still be part of the Fluidra Group as of the End Date of the Cycle Measurement Period, notwithstanding the provisions for special cases of separation established in the Regulations, which will also determine the formula for calculating the consolidated PSUs on the separation date.
- Meet the objectives established for each Cycle of the 2022-2026 Plan in the terms and conditions described in this agreement and the implementing Regulations.

In the case of Executive Directors, 100% of the PSUs awarded in each Cycle must be linked to fulfillment of the objectives to which the corresponding Cycle is linked.

Objectives: The Degree of Achievement of the incentive corresponding to one Cycle of the Plan, and therefore the number of Shares to be delivered to the Beneficiaries in relation to such Cycle, will depend on the degree of achievement of the objectives that the Board of Directors, at the proposal of the Appointments and Compensation Committee, establishes for each Cycle of the 2022-2026 Plan, insofar as relates to the percentage of PSUs awarded which is linked to such achievement.

The objectives will be:

- Objectives in terms of the creation of value for shareholders;
- Economic-financial objectives, and
- ESG objectives (Environment, Social and Governance),.

(i) First Cycle Objectives

In the first Cycle of the Plan, the Incentive will be linked to achievement of the following strategic objectives of the Company:

- (i) Objectives in terms of the creation of value for shareholders; Evolution of the "Total Shareholder Return" of Fluidra, S.A. ("TSR"), in absolute terms;
 - (ii) Economic-financial objectives: Evolution of the EBITDA of the Fluidra Group;
 - (iii) ESG objectives: S&P rating;
- hereinafter, the "metrics".

TSR, EBITDA and the ESG objectives will be determined during the First Cycle Measurement Period ending on December 31, 2024.

To measure the evolution of TSR, the starting value will be the weighted average of Fluidra's share price at the close of trading on the thirty (30) days prior to the Start Date of the First Cycle Measurement Period;

the ending TSR value will be the weighted average of Fluidra's share price at the close of trading on the thirty (30) days prior to the End Date of the End Date of the First Cycle Measurement Period;

The weighting percentages for the Incentive awarded to the Executive Directors will be 50% for the TSR objective, 40% for the EBITDA objective, and 10% for the ESG objective.

In the case of Beneficiaries who are not directors, the Board of Directors will determine, upon a proposal by the Appointments and Compensation Committee, the part of the Shares whose delivery will depend on achievement of the TSR; EBITDA and ESG objectives.

For the TSR and EBITDA objectives, a Degree of Achievement associated with each objective will be established and this may range between 0% and 180%. The Degree of Achievement deriving from each of the above objectives will be calculated by linear interpolation. In the case of the ESG objective, the Degree of Achievement will be 0% or 100%. The maximum Degree of Achievement for the Executive Directors will therefore be 172%.

(ii) Second and Third Cycles

For the Second and Third Cycles of the Plan, the Fluidra Board of Directors, upon a proposal by the Appointments and Compensation Committee, may decide to continue with or change the Metrics, their relative weights, and the Degree of Achievement established for the First Cycle of the Plan. In the event of the Board of Directors making any change in this respect, the pertinent information will be duly set out in the corresponding Annual Report on Directors' Compensation.

Delivery and availability of shares: The Shares will be delivered either by Fluidra or by a third party, depending on the coverage systems finally adopted by the Board of Directors.

Once the Shares have been awarded, and until a period of three years has elapsed as from the End Date, the Executive Directors and members of the executive committee will not be able to transfer ownership of the Shares they may have received under the Plan until they come to own a number of shares equivalent, at least, to their annual fixed compensation multiplied by two and by one, respectively. The above, however, does not apply in respect of shares that the Executive Director or member of the executive committee needs to dispose of, should the case arise, to meet costs related to their acquisition, including taxation deriving from the delivery of the Shares, or in the event of a dispensation having been approved by the Board of Directors, upon favourable report by the Appointments and Compensation Committee, in response to supervening circumstances of an extraordinary nature which merit such dispensation.

Malus and clawback clauses. The Plan will envisage the corresponding malus and clawback clauses, which will be included in the Regulations. The Board of Directors will determine, where applicable, whether the circumstances that trigger the application of these clauses have occurred and the part of the Incentive which, where appropriate, is to be reduced or recovered. In relation to the clawback clause, Fluidra may demand the return of the Shares delivered under each

Cycle of the 2022-2026 Plan, or the cash equivalent thereof, or even offset the delivery made against other compensation of any type to which the Beneficiary may be entitled if, during the two years following the Settlement Date of each Cycle, it becomes evident that the settlement in question was based wholly or in part on information which has subsequently been clearly shown to be false or to contain serious inaccuracies.

The above will apply to the Executive Directors in all cases and to Beneficiaries who are responsible for such information. In any case, incentives paid to the members of the executive committee and to the internal auditor, who is not subject to the clawback clause, will be recalculated using the correct information.

OTHER RELEVANT DISCLOSURES:

During the first half of 2017, following the acquisition of the Zodiac Group, affiliates of Rhône Capital LLC ("Rhône"), implemented a Management Equity Plan ("MEP") for executives of the Zodiac Group, including Mr. Bruce Brooks, based on ownership of shares in Luxco (the "Original Plan").

The merger agreements between Fluidra and Zodiac call for the substitution of that Original Plan with another one according to the terms agreed by Luxco (and its affiliate, a Luxembourg partnership, "Lux SCS") and the beneficiary executives, the enforceability of which was subject to the registration of the Merger (the "Substitute Plan"). The changes made to the Original Plan to come up with the Substitute Plan were made with the intent of substantially aligning, and not conflicting with, the targets and periods established in the Fluidra 2018-2022 Plan.

Under the Substitute Plan, the beneficiaries – who include Mr. Bruce Brooks – hold three different instruments: Lux SCS units convertible into Fluidra shares or into cash, subject to "lock-up" periods over which restrictions apply on the disposal of the shares; repurchase options in the event of the executive's termination; and, where applicable, the achievement of certain financial objectives.

Although the Substitute Plan does not belong to the remuneration policy of Fluidra, as it does not entail a payment obligation for the Fluidra group, the Remuneration Policy includes, under Section 8 ("Other information"), the description of the Substitute Plan of which Mr. Bruce Brooks is a beneficiary. In fiscal year 2021, because of a partial exit of Rhône from Fluidra, the Substitute Plan has been partially settled, further to the information provided in Section 8.



ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED COMPANIES

This annual remuneration report has been approved by the Board of Directors of the company on:

[30/03/2022]

State whether any directors have voted against or have abstained from voting the approval of this report.

[] Yes

[] No