

planet fitness

STRENGTHENING COMMUNITIES

2024 ESG Report

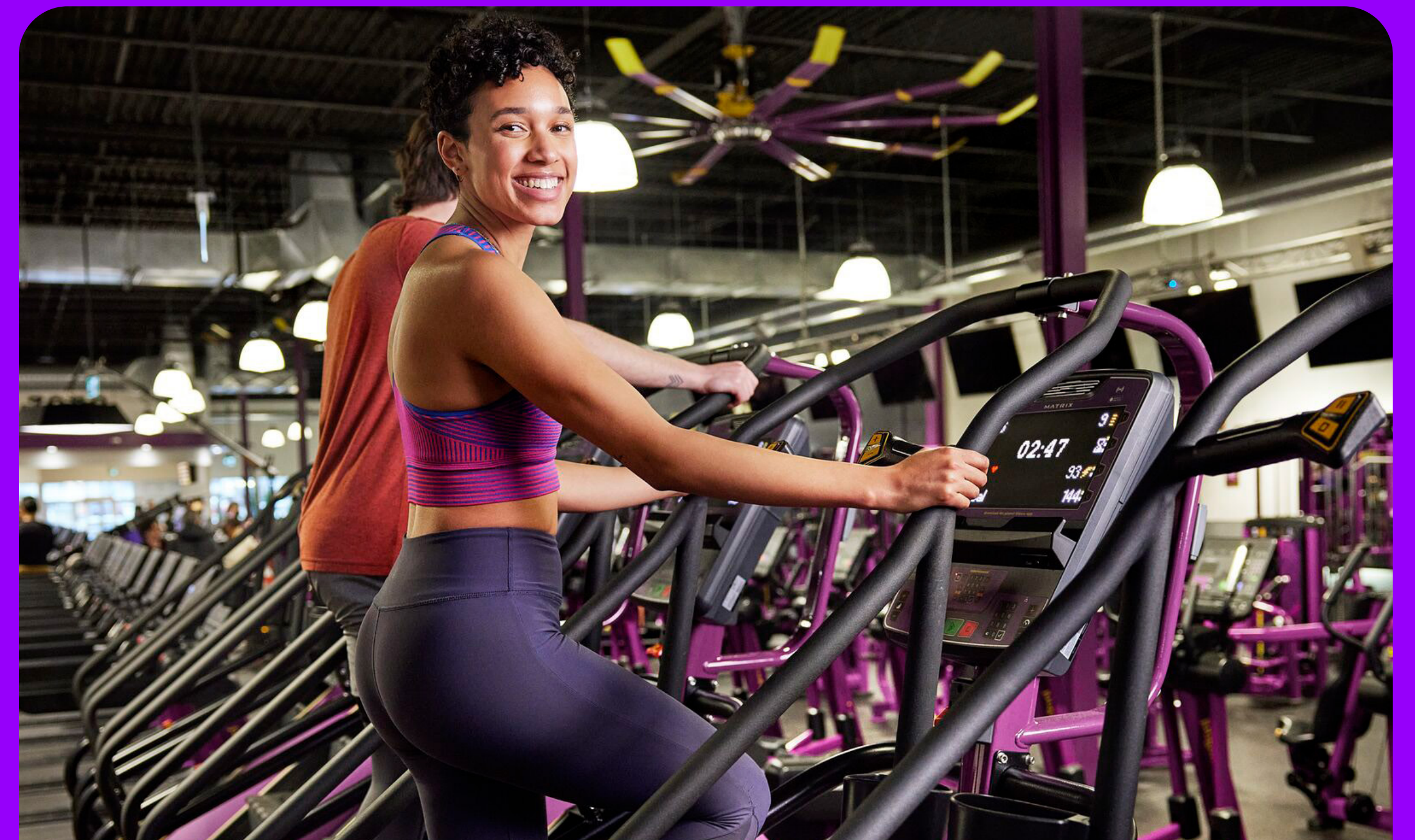


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Letter From Our CEO

Reflecting on the past year has deepened my gratitude and excitement to lead this company, a business dedicated to building stronger communities and making health and wellbeing accessible to all.

In 2024, I had the privilege of visiting nearly 100 clubs across our network. During these visits, I witnessed our values brought to life by passionate team members who are inspired by our Purpose, and in personal stories from members who support and uplift each other in their fitness journeys.

Together, we have built more than just a fitness organization; we have created a powerful, inclusive community where everyone belongs.

Planet Fitness ended 2024 with nearly 20 million members. We are supported by a blue-ribbon team capable of achieving powerful results, united by a noble Purpose of positively impacting people's lives, and positioned for robust growth potential by *doing well and doing good*.

Our Purpose is to create a more connected and Judgement Free™ planet, where fitness and wellbeing are within reach for all. Providing accessible, inclusive fitness remains a top priority and we continue to evolve our brand to ensure that we are motivating and inspiring members at all levels of fitness to Grow Stronger Together.

Throughout 2024, we continued to enhance our high-value offerings, delivering an experience to our members that is convenient and supportive of their individual needs. We constantly strive to build the largest, most inspiring fitness community that is welcoming and accessible to all, reflective of our core values of inclusion and belonging, whether you're beginning your fitness journey or training for a marathon.

As a leader in the fitness industry, we believe we have a responsibility to ensure that the next generation understands the importance of health and wellness. In 2024, we again offered our High School Summer Pass™ program, providing free club access to approximately 3 million teens throughout the summer. Since the program began, Planet Fitness has invested more than \$300 million in fully waived membership dues to promote youth fitness and wellbeing.

Research has shown that 75% of teens do not get the recommended amount of daily exercise,¹ an unfortunate reality that highlights the importance of programs like High School Summer Pass™. In addition to its physical wellbeing benefits, the program also supports teens' emotional wellbeing, with 83% of participants saying their mental health improved since signing up for the program.

Reinforcing our commitment to youth wellbeing, I'm proud to share that in 2024, we hit the \$10 million mark in donations to support Boys & Girls Clubs of America (BGCA) through the Judgement Free Generation® (JFG), our signature philanthropic initiative to advance youth wellbeing and empower the next generation to create kinder communities.² We would not have reached this milestone without the support of our franchisees, members, and team members, who continue to establish strong relationships within their communities by creating mini Judgement Free Zone® fitness spaces and volunteering in Boys & Girls clubs (BGCs), recognizing JFG scholarship winners, and providing other in-kind and monetary donations to support our collective efforts. In 2024, we awarded \$250,000 in scholarships to teens who promote kindness and belonging within their communities, bringing our total contributions to \$1.4 million since the program began in 2017.

Across our club support centers, we continued to foster our welcoming and inclusive culture and our commitment to an environment where all team members feel respected, inspired, and supported so they can thrive. We aim to attract and retain the very best talent, and our commitment to growing stronger together includes investing in our team members' growth and success.

In 2024, we further expanded our Flexing for Good™ team member volunteer month to include our franchisees and club team members as part of a systemwide effort to engage our local communities. Throughout the month, our team members and franchisees across the U.S. and Canada engaged with over 70 nonprofit organizations, collectively contributing over 800 hours of service.

We continued to act on our sustainability strategy and, in 2024, expanded our assessment of Scope 3 emissions to provide increased transparency around our collective impact on the planet.

Together with our team members and our franchisees, we remain focused on elevating stakeholder experiences, ensuring everyone feels valued, connected, inspired, and strong on this Planet.

COLLEEN KEATING





About Planet Fitness®

At Planet Fitness, we are guided by a simple yet powerful Purpose – to create a more connected and Judgement Free™ planet, where fitness and wellbeing are within reach for all. Since our founding in 1992, we have differentiated ourselves from our competition by offering a high-value, accessible fitness experience in a welcoming, supportive, and motivating environment. By meeting this need in the health club industry, we have expanded to become one of the largest and fastest-growing franchisors and operators of fitness centers in the world by number of members and locations.

OUR BRAND PROMISE

Our members are at the heart of our Purpose and we are committed to serving their increasingly broad fitness needs. From free fitness training and optimized equipment offerings to digital workouts and enhanced amenities to support physical, mental, and emotional wellbeing, we are continually refining the member experience to meet them where they are and help them achieve their individual fitness goals.

As Planet Fitness has grown and evolved, so has the Judgement Free Zone® – from a physical place to a shared commitment to a community where people of all fitness levels are welcomed, supported, encouraged, and celebrated. It is upon this foundation – rooted in our values of integrity, transparency, respect, passion, and excellence – that we are building the largest, most inspiring fitness community where all members are proud to belong. A community where all can **grow stronger together**.



Planet Fitness’ Purpose is rooted in our belief that fitness and wellbeing should be within reach for all.

Our values guide us, upheld by passionate team members who are inspired by our Purpose and motivated by a workplace that includes, grows, and rewards them as they advance their careers and contribute to our success.

The importance of fostering community goes beyond our clubs. We engage with nonprofits in our areas of operation. Through our JFG initiative with BGCA and other partnerships, we support causes that align with our aspirations of building stronger, healthier communities.

As we move forward, we are committed to welcoming and including members of all fitness levels and fostering an uplifting club experience where everyone belongs at Planet Fitness.



— MCCALL GOSSELIN, CHIEF CORPORATE AFFAIRS OFFICER

financial & operational highlights³

\$4.8 BILLION

in systemwide sales

\$1.2 BILLION

in annual revenue

~19.7 MILLION

members

2,722

clubs

2,445

franchise

277

corporate

32

years of operation

3,954

team members⁴

6

countries



Our ESG Strategy

Our Purpose is foundational to our brand and in direct service to our business priorities. Through an accessible, high-value experience based on our Judgement Free™ philosophy, we believe we can drive positive impact while generating long-term growth. At the same time, we recognize that there are certain nonfinancial risks and opportunities that we must proactively manage to best deliver on our Purpose and create value for our stakeholders.

Our approach to environmental, social, and governance (ESG) management is aligned with our business priorities and informed by stakeholder engagement, working to directly support our organization’s strategic imperatives.



Our ESG strategy upholds our commitment to creating long-term value for our stakeholders through responsible brand management.

We have a responsibility to help shape a sustainable, resilient future for all, which is why our ESG strategy proactively manages risks and evaluates opportunities that arise from our business operations, while ensuring that the decisions we make are considerate of the potential effects on the communities where we operate. Through this approach, we believe that we are best positioned to positively impact our business and create a healthier planet.



— DANIELLE WOOD, DIRECTOR, ESG AND SOCIAL IMPACT

our strategic business priorities

PROVIDE HIGH-VALUE FITNESS ACCESSIBLE TO ALL

With our Judgement Free™ values and commitment to accessibility, we welcome all fitness levels to join us and grow stronger together.

CREATE AN ENHANCED MEMBER EXPERIENCE

By using technology and digital tools to enhance our member experience, we create a community where all members feel included and are proud to belong.

OPTIMIZE OUR OFFERINGS FOR THE FUTURE OF FITNESS

We set high standards for ourselves across our operations, focusing on providing our members with the latest fitness offerings to help them reach their goals.

EXPAND OUR REACH THROUGH RESPONSIBLE GROWTH

Through strategic growth, we are expanding the Planet Fitness member base to build the largest, most inspiring fitness community in the world.

our purpose

To create a more connected and Judgement Free™ planet where fitness and wellbeing are within reach for all.

ACCESS

We increase access to fitness for all through our affordable memberships, diverse locations, equipment variety and donations.

INCLUSION

We create, promote, and reward inclusive clubs, cultures, and communities.

SUSTAINABILITY

We strive to leave a positive impact on the world by actively contributing to a healthier planet.

our stakeholders & the value we create

MEMBERS

Demonstrate our competitive advantage by providing high-value, high-quality fitness in a non-intimidating environment.

TEAM MEMBERS

Attract and retain a diverse, skilled workforce through inclusive hiring practices and an engaging, collaborative work environment.

COMMUNITIES

Create a positive impact on the communities where we work and live through our efforts to create a Judgement Free Generation®.

SHAREHOLDERS

Create value by investing in growth opportunities and effectively managing risk.

PLANET

Mitigate our impact and practice environmental stewardship to meet stakeholder expectations and regulatory requirements.

FRANCHISEES & PARTNERS

Drive and protect brand value through good governance, ethics, and compliance across our value chain.



STAKEHOLDER ENGAGEMENT & ESG MATERIALITY

At Planet Fitness, we recognize that achieving our ESG objectives requires a continuous, meaningful dialogue with our stakeholders. Our commitment to engagement spans across internal and external groups, including team members, members, investors, community members, vendors, and policymakers, ensuring that our ESG priorities are informed by a broad spectrum of perspectives. By fostering these relationships, we are better equipped to align our strategy with stakeholder expectations and address areas of interest and concern.

In an evolving regulatory landscape, we continually monitor ESG-related policies and regulations, positioning us to anticipate and comply with new standards. This proactive approach helps ensure that our operations and reporting practices continue to meet or exceed legal requirements.

Our most recent materiality⁶ assessment, conducted in 2021, identified eight highest priority material issues for Planet Fitness’ long-term business performance. To continue refining our ESG strategy and priorities, Planet Fitness intends to conduct a refreshed materiality assessment in 2025. This assessment will help us identify and prioritize the issues that are most critical to our business and stakeholders, shaping our approach to ESG management and ensuring our efforts create lasting, positive impact.

HIGHEST PRIORITY MATERIAL TOPICS

- Access to Fitness
- Data Security & Privacy
- Energy & Greenhouse Gas (GHG) Emissions
- Ethics, Transparency & Governance
- Health & Safety
- Human Capital Investment
- Inclusion & Belonging
- Sustainable Operations

Key ESG-Related Engagement in 2024

OUR STAKEHOLDERS	KEY ESG-RELATED ENGAGEMENT TOPICS	ENGAGEMENT CHANNELS
MEMBERS	Accessible and inclusive fitness, business ethics, data privacy, health and safety, Judgement Free™ values	In-club signage, in-person interaction with trainers and club team members, marketing and social communications, PF app, website, policies and procedures
TEAM MEMBERS	Community engagement, workplace culture, inclusion and belonging, health and wellbeing, Judgement Free™ values, environmental sustainability	Team Member Resource Groups (TMRGs), surveys, in-office and virtual signage, internal events, internal newsletters and leadership communications, learning development platform and trainings, onboarding process, recognition platform
FRANCHISEES	Business ethics, health and safety, human rights, Judgement Free™ values, data management and privacy, accessible and inclusive fitness, environmental management, community engagement, inclusion and belonging	Meetings, conferences and events, Planet Fitness Independent Franchisee Council (PFIFC) coordination, targeted communications, policies and procedures
INVESTORS	Data privacy and cybersecurity, environmental management strategy, ESG governance, risk management, and Board oversight	Annual filings, earnings calls, investor meetings, press releases, website
COMMUNITY MEMBERS	Health and wellbeing, Judgement Free™ values, inclusion and belonging, environmental sustainability	Nonprofit sponsorships, signature programs, organizational partnerships, scholarships, community grants, volunteer opportunities, media, website
VENDORS	Business ethics, health and safety, human rights, environmental management	Request for Proposal (RFP) responses, supplier interactions, Vendor Code of Conduct and other policies
POLICYMAKERS	Community engagement, data management and privacy, accessible and inclusive fitness	Global, federal, state, and local policy engagement



About This Report

The 2024 Planet Fitness ESG Report provides a comprehensive overview of our ESG efforts for the past year, underscoring our commitment to transparency, responsible business practices and long-term value creation. It captures our ongoing initiatives, achievements, and progress across key sustainability topics, including our management approach for ESG-related risks and opportunities identified as material to Planet Fitness' business.

This report's disclosures cover strategies, programs, and performance for fiscal year 2024 (January 1, 2024, through December 31, 2024), unless otherwise stated. To meet the evolving expectations of our stakeholders and address the issues that are most material to our business, we continue to report in alignment with the International Financial Reporting Standards (IFRS) Foundation's Sustainability Accounting Standards Board (SASB) standards for the Leisure Facilities industry and in reference to the Global Reporting Initiative (GRI) Standards.

In the Appendix, readers will find a data table that details Planet Fitness' performance on key ESG metrics relevant to our operations aligned with GRI and SASB. The table provides a comprehensive snapshot of our progress, supporting our aims to offer stakeholders clear, data-driven insights into our ESG performance.





2024 Highlights

social

\$10.7 MILLION+

contributed to BGCA since 2016²

\$300 MILLION+

invested to promote youth health and wellness through our High School Summer Pass™ program since inception⁶

NEARLY

\$90,000

distributed to team members by our Disaster Relief Fund (DRF) since inception

800+ HOURS

devoted to local volunteering in 2024

environment

100%

of equipment donated, recycled, or resold

89%

of clubs system wide outfitted with energy-saving LED lighting

15%

decrease in total normalized operational GHG emissions since 2019^{7,8}

51%

of cleaning supplies have an environmental feature⁹

governance

100%

completion rate for annual ethics & compliance trainings

awards & recognition

Athlete^{NEWS}

The Most Innovative
Fitness & Wellness
Companies of 2025

FranchiseBusiness**REVIEW**™

Top 200 Franchises for 2025

Entrepreneur

Fastest-Growing
Franchises for 2025
#25 overall

Franchise**Times**®

Top 400 for 2024
#25 overall

Newsweek

America's Most Responsible
Companies 2025
#7 in hotels, dining, and leisure

SOCIAL

People are at the center of our Purpose – to create a more connected and Judgement Free™ planet, where fitness and wellbeing are within reach for all – which guides our commitment to accessible, inclusive wellbeing within our clubs, support centers, and communities. We create a culture of engagement and belonging in which every team member is welcomed, included, and provided with growth opportunities for a fulfilling, impactful, and lasting career.



Access to Fitness

As one of the largest operators and franchisors of fitness clubs, we have millions of members counting on us to provide a high-value experience and a strong, empowered community — both in person and through our website and app.

A FITNESS EXPERIENCE OPEN TO ALL

Our vision is to build the largest, most inspiring, and most accessible fitness community where all members are proud to belong. This means being a place where people of all fitness levels can feel welcome, with a shared expectation that our members and team members support, encourage, and celebrate each other’s efforts.

A Planet Fitness membership provides access to an affordable, high-value fitness experience and a community of like-minded individuals who want to take care of themselves physically, socially, and emotionally. Our members grow stronger together – they make each other feel accepted and supported, leading to resilience, confidence, and growth in life and fitness.

As part of making fitness more accessible, convenient, and affordable, we are focused on further expanding our footprint to communities that may not have other fitness center options. In 2024, we extended our growth to new markets, including opening our first clubs in Europe.

~19.7 MILLION
members¹⁰

~20%
of clubs in low-income areas¹¹

Guiding Wellness:

A Journey of Strength and Support at Planet Fitness

We are committed to helping every member achieve their fitness and wellbeing goals, regardless of their abilities and needs. For member Mark Scott, this means being able to bring his guide dog, Zach, to his local Planet Fitness club in Toms River, New Jersey.

Mark, who is visually impaired, works out with the support of Zach and Planet Fitness trainer Francine Forgione, who help him navigate the club and his exercise routine with confidence. With their guidance and the encouragement of the Planet Fitness team, Mark has embraced fitness as a cornerstone of his physical, mental, and emotional wellbeing.

His determination and resilience have inspired both members and team members alike. “He’s a fighter,” said Forgione. “I’m there to fight with him.”

Reflecting on his experience, Mark shared how his time at Planet Fitness has improved his strength, resilience, and overall wellbeing. “No matter what happens, you keep moving. You keep going.”



EQUIPMENT & FACILITIES DESIGNED FOR EVERY MEMBER

Our accessible and inclusive club designs ensure that everyone can get strong at Planet Fitness. To support a broad range of fitness needs and physical abilities, we have prioritized increasing the availability and variety of adaptive equipment in our clubs, including rolling out SciFit machines system wide.

These versatile machines are wheelchair accessible, can be used standing or sitting, and have many options to ensure proper fit for users. We are also continuing to explore additional adaptive equipment to include in our clubs. Further, all locations meet Americans with Disabilities Act (ADA) compliance standards, with accessibility functions like ramps, automatic doors, accessible toilets, and easy-to-navigate floor layouts.

FOCUS ON STRENGTH, COMMUNITY & WELLBEING

We know that fitness trends are constantly evolving. We consistently monitor consumer interests and expectations and listen to our members to ensure that our offerings stay relevant and are meeting their ever-changing needs. As we’ve seen a spike in interest and adoption of strength training in the last few years, we are actively updating our equipment mix in our clubs to provide even more equipment to support this shift and make sure members know that Planet Fitness is the place where they can get strong.

Our trainers are valuable resources who can help members with their individual fitness goals. While we recognize that fitness is personal for every member, we also find strength in community, which is why we offer free group trainings for our members to forge new connections and motivate each other.

Fitness and wellbeing extend beyond working out to include adequate rest and recovery, which is why we have also made more space for stretching, mobility, and recovery. We continue to offer high-value amenities and perks through our Black Card Spa®, including recovery zones with hydro massage. As we look ahead, we will continue to explore new ways to integrate holistic wellbeing into our offerings.



DIGITAL TOOLS FOR GREATER ACCESSIBILITY

We strive to extend our fitness community beyond the club through an enhanced digital experience for both members and prospective members, providing tools that are accessible and customizable to individuals’ needs.

Our PF app offers a comprehensive library of free, on-demand workout content to members and nonmembers alike. We have designed it with accessibility in mind, including providing workout guides at the beginning of each workout and more filters so members can find the workouts that are right for them. We are also actively working to expand our offerings, with Spanish language options and modified workouts for all types of abilities.

This year, we made a series of updates to further enhance user experience to ensure our website is accessible and welcoming to all users. This includes improved color contrast in all visual designs, enhanced readability for individuals with visual impairments, closed captioning for all video content, and alternate text for all images.

We have also enhanced the overall user experience on the site, ensuring everyone can engage with our fitness offers easily and intuitively. This has included streamlining the navigation structure to make it easier for users to access fitness resources, consolidating our FAQs to create a one-stop shop for information, and updating the “club details” pages to make it easier for members and prospective members to find the amenities and equipment that are available at each location.

CUSTOMIZED DIGITAL FITNESS COMMUNITY

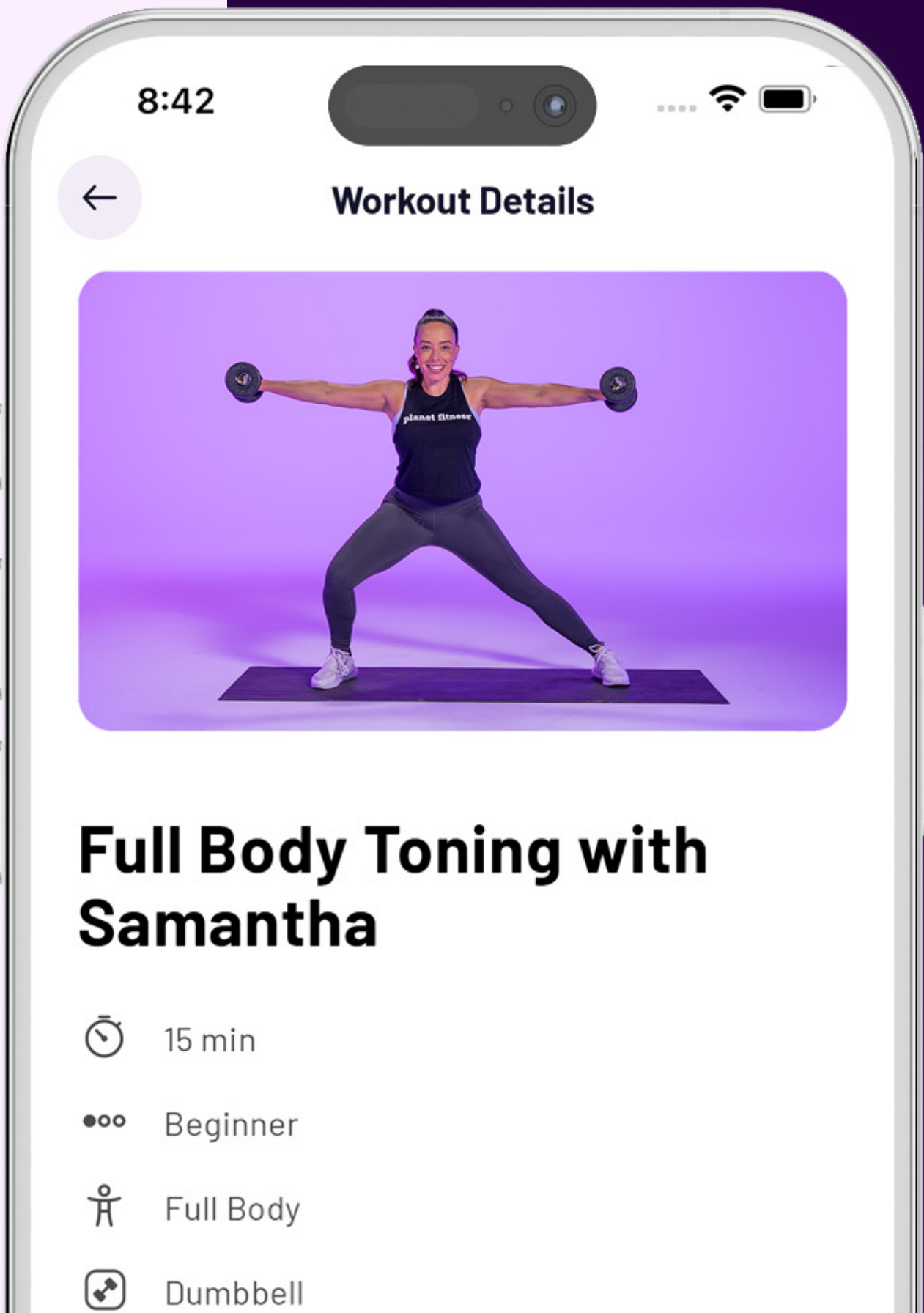
To further enhance the member experience in clubs and on our digital platforms, we have introduced a range of personalized tools to support all types of fitness journeys. For example, we are launching multi-week workout plans, such as our Dynamic Strength, Power & Endurance, and Couch to Gym programs, which can guide members to their fitness goals.

We consistently update our app features based on member feedback. For instance, all users can now customize their profiles to track progress, curate their workouts, and be informed of relevant PF Perks offers. We have also introduced digital workout guides so members can complete workouts at their own pace. As we look ahead through 2025, we will continue to roll out more multi-week programs, further supporting our community in their fitness and wellness pursuits.

We also enhanced our in-club experience by incorporating new digital features, such as adding QR codes to every piece of equipment to provide members with step-by-step instructions.

A MORE SEAMLESS DIGITAL PROCESS

In addition to sharing new content on our website and app, we are also elevating the member’s overall digital experience. We have implemented updates to our website and app to make it easier for members to manage their accounts, such as payment processing enhancements, and stay informed about fitness trends and club etiquette through more frequently published blog posts. In 2024, we introduced a new option for members and those in the broader community to sign up for updates on local club openings and evolving in-club and digital offerings.



PF App by the Numbers

2,600,000+ users

1,000,000+ workouts and guides completed

660+ tutorials and 560+ workout videos and guides available

The PF app is a top downloaded app in the fitness category



The PF app was recognized with the 2024 Silver Anthem Award, naming it “The Most Accessible, Inclusive Fitness Experience in America.”



High School Summer Pass™

We continue to offer our High School Summer Pass™ (HSSP) program that provides free club access to teens ages 14 through 19 during the summer months.¹² The program is an essential part of our commitment to advance fitness and wellbeing for all – helping us reach teens during a critical time of year when school is out and regular fitness programming is on pause.

Research shows that 75% of teens do not get the recommended amount of daily exercise,¹ a reality that underscores the importance of HSSP. In addition to its physical health benefits, the program also supports teens’ emotional wellbeing, with 83% of teens saying their mental health improved since signing up for the program.

This year, we prioritized educating HSSP participants on how to build healthy habits and make the most of their summer membership, providing free fitness training with in-club certified trainers and app workouts designed specifically for high schoolers.

Since the program began, Planet Fitness has invested more than \$300 million in waived membership dues to promote youth fitness and wellbeing.⁶

~3 MILLION
participants in 2024

12 MILLION+
workouts logged in 2024

TEEN FIT PASS™ RETURNS TO AUSTRALIA

We brought back our Teen Fit Pass™ to clubs in Australia for a second year, giving thousands of Australian teens free access to Planet Fitness clubs during their summer months (November 2024 through January 2025). Over 3,400 teens participated, marking a 40% increase in sign ups since the program’s introduction in 2023, and more than 75% of participating teens were new to Planet Fitness.



HSSP Survey Results¹³

83%
of participants saw an increase in their energy levels since joining Planet Fitness

94%
of teens said the program will create long-lasting health and wellness habits

83%
of teens saw their mental health improve since signing up for the program



Community Engagement

Our commitment to ensuring that fitness and wellbeing are within reach for all extends beyond our clubs and drives the way we engage with our communities. We are dedicated to positively impacting the communities in which we live and work through a range of initiatives, including fundraising, team member volunteerism, and strategic partnerships that focus on advancing wellbeing for youth and groups that face significant barriers to fitness.

“ We are thrilled to partner with Planet Fitness to empower these young changemakers who are demonstrating kindness in their communities, this support will not only catalyze their continued impact as they embark on the next chapter but will also inspire a new generation of youth to create positive change. ”

— CHAD HARTMAN,
NATIONAL VICE PRESIDENT OF CORPORATE
PARTNERSHIPS & ENGAGEMENT, BGCA

JUDGEMENT FREE GENERATION®

Planet Fitness is proud to champion inclusive fitness year-round through our JFG signature philanthropic initiative with BGCA, which advances youth wellbeing and empowers the next generation to create kinder communities. First established in 2016, our longstanding partnership with BGCA continues to evolve to meet the physical, emotional, and social needs of today’s youth.

Supported by the Planet Fitness Club Support Centers (CSCs), franchisees, members, team members, and vendors, the initiative focuses on empowering youth through scholarships, community grants, supporting trauma-informed emotional wellbeing training, and delivering programs that offer access to fitness, including our mini Judgement Free Zones®, fitness spaces installed in BGCs across the country.

Through the partnership, our funding supports trauma-informed and emotional wellbeing training for BGC staff, which equips them with industry-leading knowledge and skills to understand the traumatic experiences many young people face today. This training helps staff identify and address behaviors rooted in trauma, fostering a proactive approach to preventing bullying and promoting a culture of inclusion and safety, enabling youth to thrive. Planet Fitness funding has supported training for 57 trauma-informed care specialists, supporting nearly 475,000 youth across BGCA’s system and helping advance their goal to become the largest trauma-informed youth-serving organization in the world.

JFG Scholarships

We strive to assist youth beyond their time at their local BGC by easing the financial burden of secondary education. In 2024, we awarded scholarships worth \$5,000 each to 50 teens, totaling a \$250,000 investment in their continued education. Unlike most scholarships that recognize academic or athletic achievement, the Judgement Free Generation® scholarship program awards high school seniors whose words and actions consistently champion kindness, acceptance, and belonging. Among the 50 recipients, 52% identify as first-generation college students.



In addition to the trainings, we provide funding for community kindness grants to local BGCs, which aim to empower youth to lead service projects that positively contribute to their communities, such as volunteering at soup kitchens, participating in beach cleanups, and more.

In 2024, Planet Fitness supported 10 BGCs across the Northeast and Southwest by awarding grants to provide nutritious food options for youth, sharing family-friendly fitness and nutrition resources, and gifting over 100 free, one year PF Black Card® memberships to BGC teens.

Mini Judgement Free Zones

In October of 2024, we celebrated the opening of a new mini Judgement Free Zone® at the BGC of Metro South – Brockton Clubhouse in Brockton, Massachusetts. Our Core Development & Management franchise group took the lead in creating the space, which includes cardio and strength equipment, such as treadmills, bikes, benches, and dumbbells. The local Planet Fitness franchisee also announced a \$1,500 donation to support the various programs of the BGCs of Metro South.



JFG by the Numbers

\$1.1 MILLION
raised in 2024²

500,000+
youth positively impacted annually

\$250,000
in scholarships awarded in 2024

52%
of scholarship winners represent
first-generation college students

21
staff trained, positively impacting
more than 100,000 youth

45+
mini Judgement Free Zones®



NEW PARTNERSHIPS TO EXPAND IMPACT

As a community of more than 19 million members, Planet Fitness is committed to providing accessible and inclusive fitness spaces where everyone can feel like they belong. In 2024, Planet Fitness engaged [BLKHLTH](#), [SeekHer Foundation](#), and [The Asian American Foundation](#) to support critical programming and resources focused on advancing access to fitness and inclusion, contributing to our aspirational Purpose where wellbeing is within reach for all.

Partnership With BLKHLTH
to Advance Health & Wellbeing

As part of our strategy to foster inclusive fitness, Planet Fitness published a joint [podcast episode](#) with our partner, BLKHLTH, to provide listeners with valuable insights into health and fitness barriers and to raise awareness of the crucial link between physical activity and overall health and wellbeing. The episode also explored Planet Fitness’ efforts to break down fitness barriers and create accessible and inclusive fitness spaces where everyone belongs.

In addition to the podcast episode, we invited BLKHLTH experts to our New Hampshire CSC for an internal conversation about barriers to fitness for underrepresented communities and opportunities for deeper engagement.

BLKHLTH

TEAM MEMBERS GIVING BACK TO OUR COMMUNITIES

Each year, we encourage our team members to give back to their communities by offering dedicated paid time off for volunteering. In 2024, this benefit was expanded to include corporate club managers, allowing them to participate more actively in community service.

Flexing for Good™ Volunteer Month

We continued to offer our Flexing for Good™ volunteer month, during which team members from CSC, clubs, and franchisees volunteer at local organizations as part of a systemwide effort. Throughout September, Planet Fitness team members across the United States and Canada dedicated their time, skills, and energy to support over 70 nonprofit organizations, collectively contributing over 800 hours of service.

Flexing for Good™ Volunteer
Month 2024 by the Numbers

800+
hours

300
team members

70+
local organizations
supported

“ The visit from the Planet Fitness team at our Greater Salem location was such an incredible experience for everyone in our organization, most importantly, the children we serve in our community. The energy and enthusiasm their team brought to our Club that day was so inspiring and perfectly aligned with our shared values of health and wellbeing as essential parts of children’s physical, mental, and emotional development. ”

— MARCO ABREU, CHIEF EXECUTIVE OFFICER,
BGC OF GREATER SALEM, NEW HAMPSHIRE

Key Flexing for Good™ Initiatives

This year, our team members came together to support a variety of organizations focused on community wellbeing, environmental conservation, and youth development. From cleaning up local beaches and preparing meals for families in need to organizing supplies for the BGCs and supporting the Special Olympics, we made a meaningful impact in the communities where we live and work. We also contributed to housing projects with Habitat for Humanity and created hundreds of virtual cards to uplift patients at St. Jude Children’s Research Hospital. Through these efforts, we continue to strengthen our commitment to giving back and making a difference.



CSC, club, and franchise team members volunteered at BGC of Greater Salem, New Hampshire, to teach youth about exercise, movement, and the positive impact of fitness during Flexing for Good Month™.



In addition to our annual Flexing for Good™ month, we provide opportunities throughout the year for CSC and corporate club team members to give back to their communities, such as our holiday toy drive in December, where we donated over 150 toys to support the BGC of Greater Salem, New Hampshire. Franchisees also organized various volunteer events; for example, team members from National Fitness Partners helped prep and package meals for senior citizens in the community of Pasadena, Maryland, and Excel Fitness team members supported runners at the annual Running Over Cancer 5K benefiting the American Cancer Society in Raleigh, North Carolina.



FRANCHISEE VOLUNTEER EVENTS IN PASADENA, MARYLAND (LEFT) AND RALEIGH, NORTH CAROLINA (RIGHT).

Supporting Our Veterans

At Planet Fitness, we are committed to giving back to those who have served and continue to serve our country. In honor of Veterans Day in November, more than 200 clubs representing several Planet Fitness franchise groups supported veterans and active-duty military members. These efforts included offering free access for veterans and active-duty military members.



HELPING OUR COMMUNITIES IN TIMES OF NEED

Planet Fitness is all about showing up for our community, and in the wake of catastrophic weather and natural disasters, clubs across our system are refuges for safe, public access to clean water and electricity. For example, following the devastation of Hurricanes Helene and Milton in 2024, Planet Fitness clubs throughout parts of Florida, Georgia, North Carolina, South Carolina, and Tennessee opened their doors to provide anyone – regardless of membership – with access to showers, locker rooms, and electrical outlets. Please see [Health & Safety](#) to learn more about how we support our team members after natural disasters.



Human Capital Investment

Our people are at the center of our planet – they are supportive, motivating, and contribute to a culture of shared accountability. We focus our human capital strategy on building an inclusive and supportive workplace culture where team members feel valued and have access to growth and development opportunities, as well as competitive benefits and rewards.

THE TALENT LIFECYCLE AT PF

We take a 360-degree approach to talent management, supporting team members at every stage of their career with Planet Fitness. This positions us to build a culture of high-performing, collaborative team members in our clubs and at our CSCs who deliver top results and help us grow stronger, together.

In 2024, we established four new talent management pillars, which we believe will propel us to stronger growth and help us achieve our vision:

- Welcome
- Include
- Grow
- Reward



Welcome

TALENT ATTRACTION & NEW TEAM MEMBER ONBOARDING

To deliver on our mission, we seek to attract team members who reflect our values and contribute to a culture of excellence where they can build long-term careers.

We focus on attracting top talent using a variety of tools to connect directly with candidates, showcase our company culture, and promote job opportunities. We use online application portals to provide a more streamlined and seamless process for candidates.

We also conduct targeted outreach by partnering with local universities on internship and co-op programs. For several years, we have piloted a successful internship program with our Legal team and are exploring ways to roll this out for other departments across CSCs.

We ensure that all CSC team members have a positive experience starting from day one with a robust onboarding process. We provide hiring managers with a checklist to support the first 90 days of a new hire's employment and facilitate a peer program pairing team members with someone in a different department to offer new hires guidance, cross-functional insight, and support beyond their manager, helping to foster confidence, collaboration and a culture of inclusion. Looking ahead, we plan to roll out enhanced corporate club manager hiring and onboarding guides to ensure consistent expectations and experiences across the system.



Our Employer Value Proposition

Being a team member at Planet Fitness means being part of a company that:

- Cares about bettering the health and wellbeing of our communities
- Offers a supportive and engaging workforce
- Creates an inclusive culture that values a variety of thoughts, perspectives, experiences, and backgrounds and fosters an environment where everyone can feel they belong
- Encourages professional growth and development
- Celebrates each other's wins and creates lasting connections with coworkers
- Creates a positive impact in our local communities through our philanthropic initiatives



Include

TEAM MEMBER ENGAGEMENT

Our vision of becoming the most inspiring fitness community starts with us and the community we create for our team members. We strive to be a place where every team member can feel heard, be fully engaged, and know that they are making a difference.

We actively solicit feedback from our team members through multiple channels:

- CEO Team Member Luncheons, inviting team members at our New Hampshire CSC to share feedback and build relationships
- Monthly Culture Connects with our Chief Corporate Affairs Officer and HR leaders
- Surveys about activities and events held throughout the year
- Quarterly town hall forums
- Online and in-person anonymous feedback channels

Listening to Our Team Members

We continue to take action on team member feedback and drive greater engagement through our PF Pulse Responders committee, which is comprised of passionate team members across different levels and functions who work closely with our leadership team.

Additionally, team members can share suggestions and questions through our Purple Feedback Box, available both online and at our CSCs. Every submission is reviewed, addressed, and, when actionable, implemented. We share updates on any resulting actions with team members during town halls to ensure an open dialogue and continuous improvement.



Just as important as our commitment to high performance is our dedication to fostering a sense of community and belonging — while making time for fun throughout the year. We offer a variety of experiences for our CSC team members, including a summer outing, a holiday party, and family events where team members and their children can explore the office and participate in age-appropriate activities together. Additionally, our quarterly book club provides an opportunity for colleagues to connect and engage in meaningful discussions beyond their day-to-day work.

Our commitment to promoting wellbeing is just as important for our team members, who we continue to engage with through our 12 Months of Wellness initiative which focuses on supporting our team members' overall wellbeing by prioritizing health, mental wellness, work-life balance, and community. Various challenges like our 2024 Big Fitness Energy Challenge, Back-to-Basics Step Challenge, Burn to Earn, and H2Ohhh Yeah! Hydration Challenge bring this initiative to life. Team members are also offered giveaways and incentives for participating and advancing their wellbeing.

Our 2024 Summer Outing brought team members together for a fun afternoon complete with lunch, a live band, giveaways, and several activities, including cornhole, a 360-degree photo booth, and a station creating customized spray-painted accessories



Grow

LEARNING & DEVELOPMENT

Our commitment to growing stronger together includes investing in the professional development and growth of our team members.

We ensure every CSC team member has access to career development opportunities through regular feedback, such as our annual review process and goal-setting discussions. Within our corporate clubs, we have also fostered a culture of self-development and accountability for our leaders, providing managers with tools and individualized growth plans based on their goals to ensure that they can see the pipeline to long-term careers at Planet Fitness.

We aim to provide tailored pathways for team members to grow within their current roles, prepare for future opportunities, and continue developing post-promotion. These plans aim to empower employees to take ownership of their careers while receiving the support and guidance they need to succeed.

In addition, we offer several learning tools and courses, including:

- **Planet Fitness University (PFU):** Our online training platform offers self-guided professional development courses. In 2024, we enhanced PFU to make the platform more customizable and refined our course catalog to drive consistent usage with 63 available courses. We also launched new offerings this year, including Club Manager Essentials to support club team members in managing a successful club, and a section of trainings directly from our third-party vendors to ensure consistent equipment usage.
- **LeadDev:** Our Leadership Development courses focus on building foundational leadership skills. This year, we evolved our course on hiring talent to include ensuring a holistic onboarding process.
- **Pryor for Professional Development:** We continue to offer access to Pryor for Professional Development courses for our CSC team members and have audited the list of trainings to ensure relevance.
- **Quarterly “ELTea Times”:** Small group forums designed to empower team members by providing direct access to executive leaders. These sessions offer valuable opportunities to ask questions, gain career insights, and learn from leadership experiences in an open and supportive setting.



Supporting Continuing Education With Tuition Reimbursement

At Planet Fitness, we value the professional and personal development of our team members. In 2024, we announced a formal tuition reimbursement program for team members in pursuit of a college degree. Beginning in 2025, full-time team members may apply on a first-come, first-served basis to receive up to \$5,250 per calendar year to put toward courses for an associate’s, bachelor’s, or master’s degree in a job-related program.

Reward

BENEFITS, COMPENSATION, & RECOGNITION

We offer an array of benefits to support our team members’ total wellbeing. In 2024, we expanded our offering to include new mental health benefits and extended our volunteer time off policy to include corporate club managers. We have also maintained a flexible, hybrid work schedule for CSC team members, with an early release of 1 p.m. every Friday as workload permits.

We offer competitive compensation and annually assess our pay practices to uphold our commitment to pay parity across levels at CSCs. Our 2024 review found no significant pay gaps. We continue to find ways to promote financial literacy for our team members through our Employee Assistance Program (EAP) offerings and financial services partners. In 2024, we had financial experts host virtual learning opportunities to provide our team members with training and resources on how to save for retirement and future planning.

We prioritize creating a work environment where all team members feel supported and recognized. In 2024, we were excited to expand our Thumbs Up Recognition and Reward program to over 3,700 corporate club team members. Through the program, team members are rewarded with financial incentives based on peer nominations.

We’ve also extended other forms of recognition to our corporate club team members, including milestone celebrations, which we’ve amended to include prior service with franchisees. For our corporate club managers, benefits include paid parental leave, volunteer time off for Planet Fitness-sponsored activities, paid vacation time, and up to five days of bereavement leave for the loss of a loved one.

At our CSCs, we continue to create a culture of ongoing recognition and celebration, with celebrations for birthdays, returning parents, and other team member appreciation efforts.

Team Member Total Wellbeing

Healthcare Benefits

- Medical, dental, and vision coverage
- Life insurance
- Accidental death and dismemberment coverage
- Short- and long-term disability
- Telehealth

Work-Life Flexibility

- Three weeks paid time off and holidays, accrued based on level and role
- Unlimited sick and personal time
- Two annual volunteer days off
- Hybrid weekly work model at our CSCs, with three days expected in the office, and two flex days with the option to work from home
- Early closures on Fridays
- Paid parental leave

Financial Wellbeing

- Employee stock purchase plan
- 401(k) with matching for team members with more than 90 days of service
- Childcare reimbursement
- Tuition reimbursement program (effective 2025)

Additional Wellness Perks

- Free PF Black Card® membership with access to our PF Perks
- EAP, which provides free, confidential access to professional counselors for team members and their households



Inclusion & Belonging

We are committed to bringing the same sense of inclusion, belonging, and empowerment that we promote in our clubs to our own operations – building a workplace where all team members feel respected and supported so they can thrive. In 2024, we continued to cultivate an environment that fosters our values of inclusion and belonging across the enterprise through new programs, partners, and initiatives.



In 2024, we partnered with [Hire Heroes USA](#), a nonprofit focused on supporting and empowering U.S. military members, veterans, and military spouses as they enter the civilian workforce. Through our partnership, we can showcase Planet Fitness opportunities to a network of veterans and military spouses while also offering virtual career support such as mock interviews, resume reviews, and other mentoring services.

AN INCLUSIVE WORKFORCE

We believe that our work benefits from bringing together a variety of thoughts, perspectives, experiences, and backgrounds, and we remain committed to advancing our efforts to attract and retain a workforce that reflects the unique and varied communities we serve.

Our talent acquisition strategy is designed to ensure we find the best hire for each position. In 2024, we continued to offer hybrid and remote work to help increase our geographical reach and attract more prospective team members. We also continued to provide resources to hiring managers to promote a robust panel of candidates for each role we post.

In 2024, we saw an increase of women in leadership roles at CSCs, increasing to 48% from 46% in 2023. While we saw a slight decrease in underrepresented minorities at CSCs from 23% in 2023 to 21% in 2024, we have seen a 5% increase since we first began reporting this metric in 2021. We remain focused on building a workplace where everyone feels empowered with a sense of belonging. Please see the [Appendix](#) for more information on our workforce representation.

PARTNERS & PROGRAMS TO SUPPORT OUR COMMUNITIES

Our commitment to promoting inclusion, belonging, and wellbeing extends outside our walls to our communities and members.

Since 2016, we have partnered with BGCA, the largest youth-serving organization in the country reaching millions of young people – many of whom come from underrepresented communities. Our Judgement Free Generation® initiative provides funding for community service projects, the establishment of mini Judgement Free Zones®, scholarships to support secondary education, and trauma-informed care training programs. Throughout 2024, we also partnered with several organizations working to advance the health and wellbeing of underserved communities. Our support ranges from our signature initiative with BGCA to our work with BLKHLTH and other national and local partners reaching LGBTQ+ communities, and more. Read more about our ongoing work together in [Community Engagement](#).

We also strive to represent the breadth of our member base in our marketing and digital content. This includes showcasing a range of races, ages, genders, body types, and physical abilities in both our advertising campaigns and the workouts available in the PF app.

A CULTURE OF COMMUNITY & BELONGING

Just as we are focused on creating an experience where every member is proud to belong to their Planet Fitness club, we want every team member to be proud to work for Planet Fitness. We offer numerous opportunities for our team members to engage with and learn from each other, including our Team Member Resource Groups (TMRGs).

We offer three TMRGs at our CSCs — EmpowHER, Judgement Free™ Parents and You Belong @PF — which are team member-led and open to all. The TMRGs were established at the request of team members, and we

regularly survey our workforce to gauge what initiatives they would most like incorporated into each group's existing programming. We will continue to listen to team members and adjust our TMRG offerings based on their feedback.

We are committed to enacting and upholding policies to ensure all members and team members are respected. We are proud to serve as an equal opportunity employer. See our Non-Discrimination Policy on our [Policies page](#).



Connecting & Supporting Women at PF With EmpowHER

EmpowHER is our TMRG dedicated to making a difference for all by raising the visibility of women, building community, and providing leadership, networking, and career growth opportunities.

In 2024, EmpowHER coordinated several initiatives to provide team members with opportunities to connect, learn, and engage, including:

- Quarterly meetings to discuss relevant topics and share resources
- Special Women's History Month events, including trivia, a personal protection class, and a virtual networking event
- Celebrate Pink 5K sponsorship and event participation to raise funds for My Breast Cancer Support, a nonprofit organization that provides financial and emotional support to breast cancer patients in New Hampshire and Maine

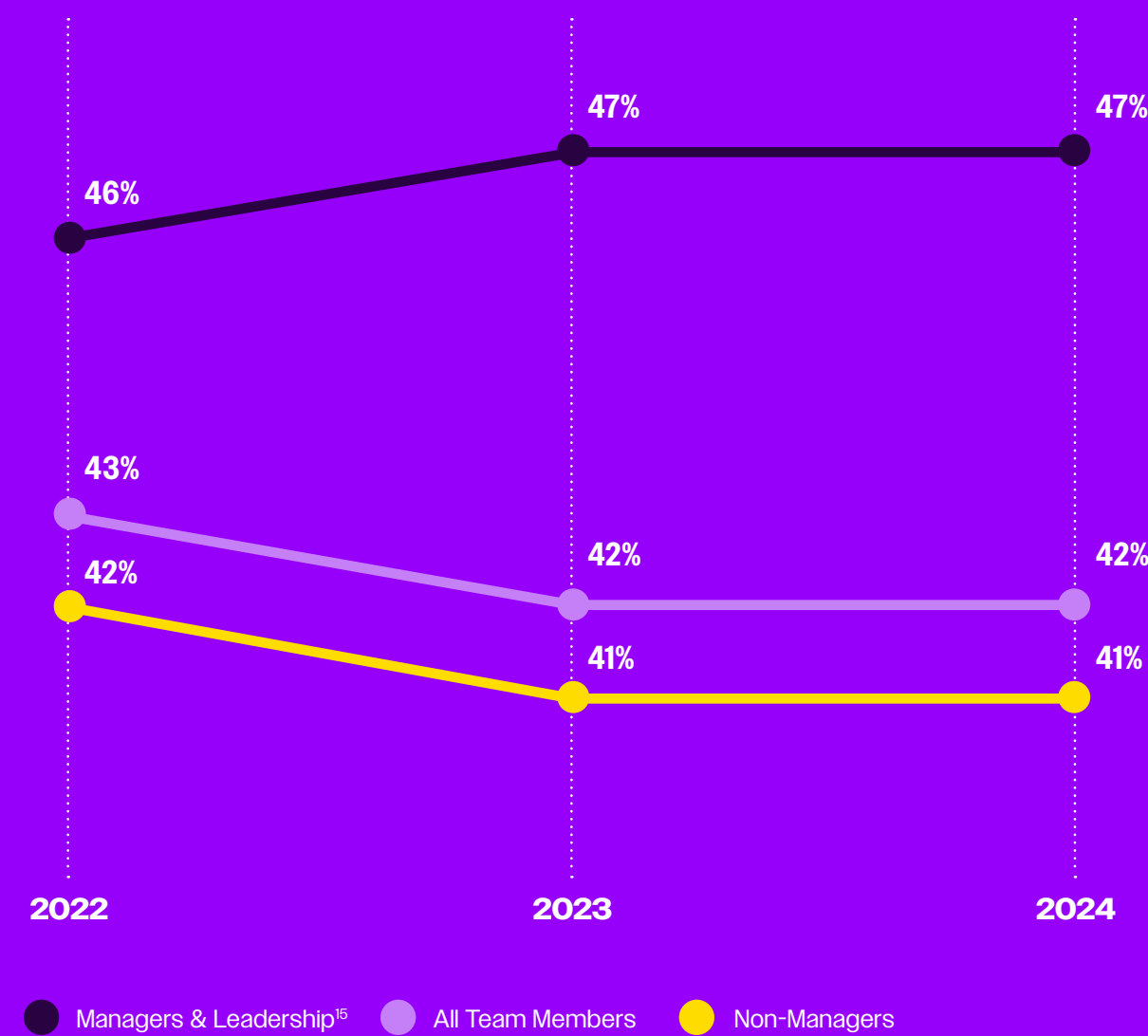


Workforce Representation Data¹⁴

The workforce data we report covers team members at our CSCs and corporate clubs, and is reflective of what we report to the Equal Employment Opportunity Commission in our annual EEO-1 filing.

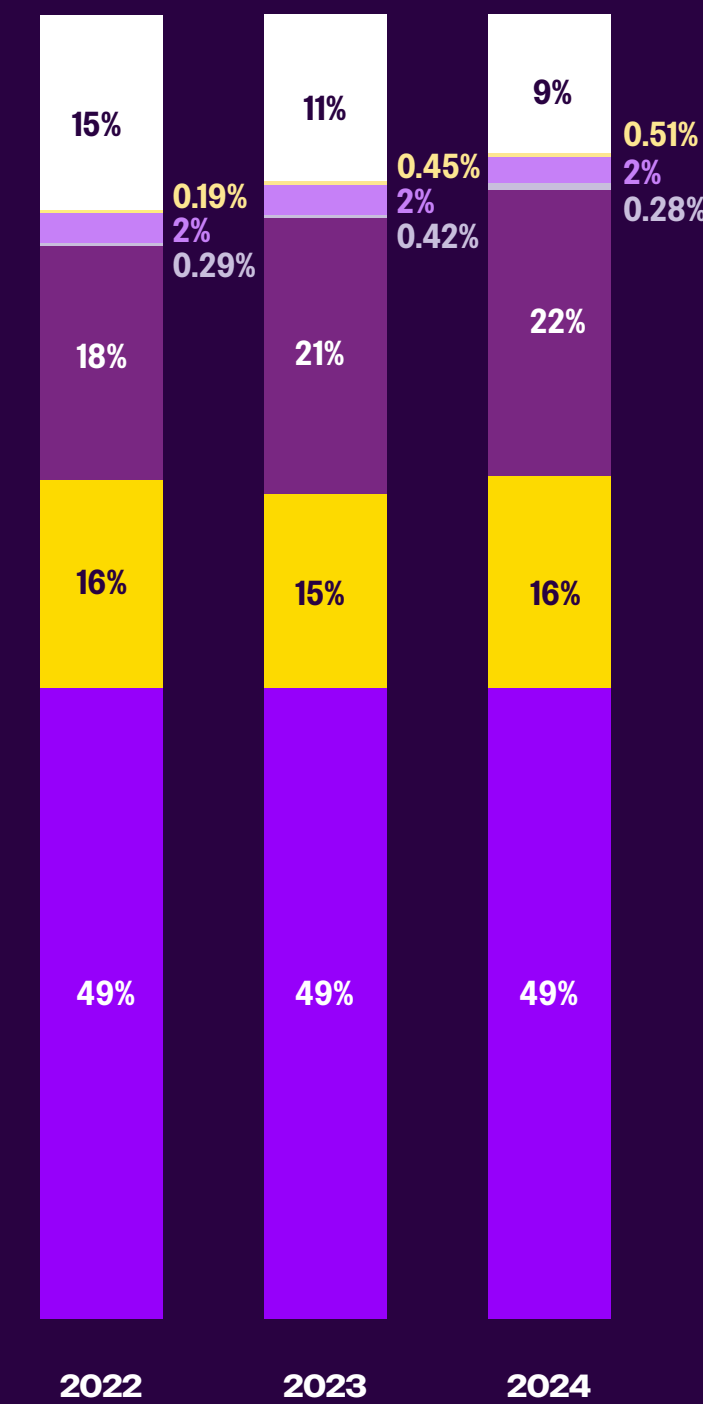
gender representation

Total Workforce
(% non-men)

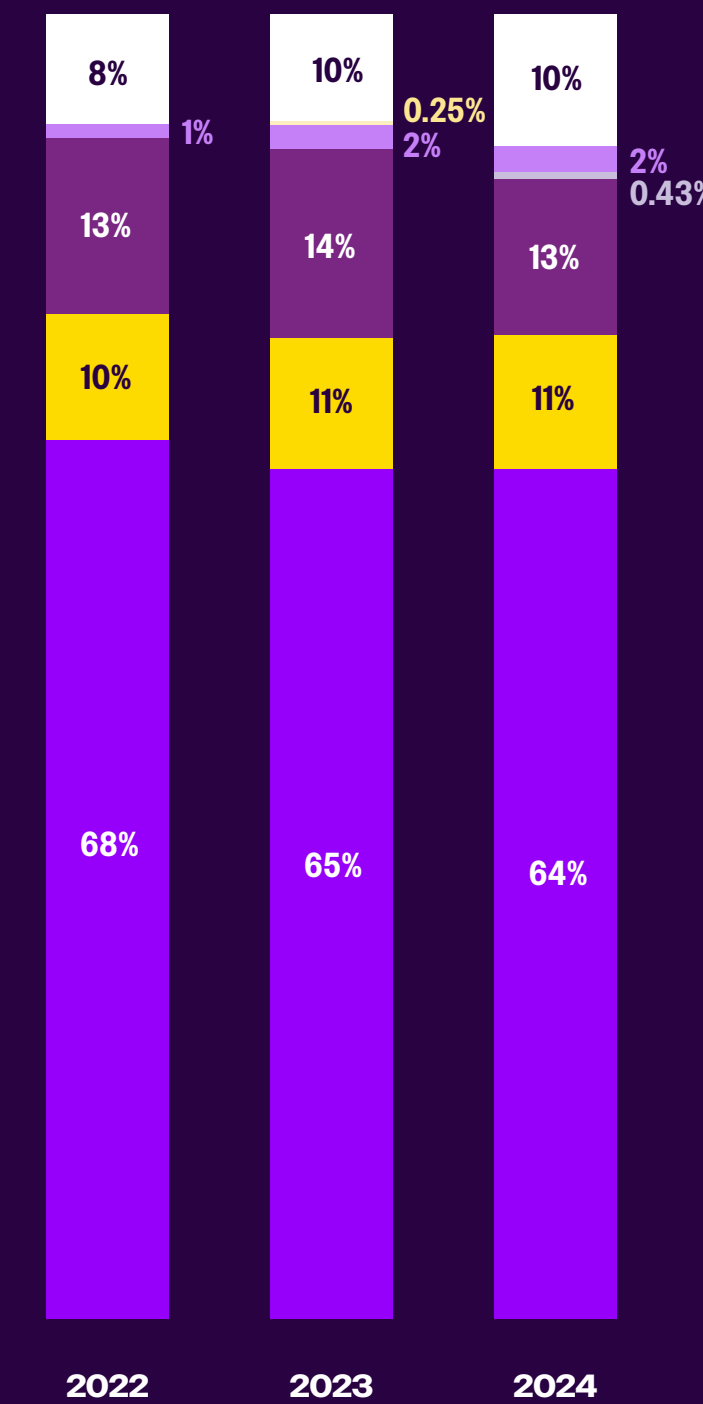


racial/ethnic representation

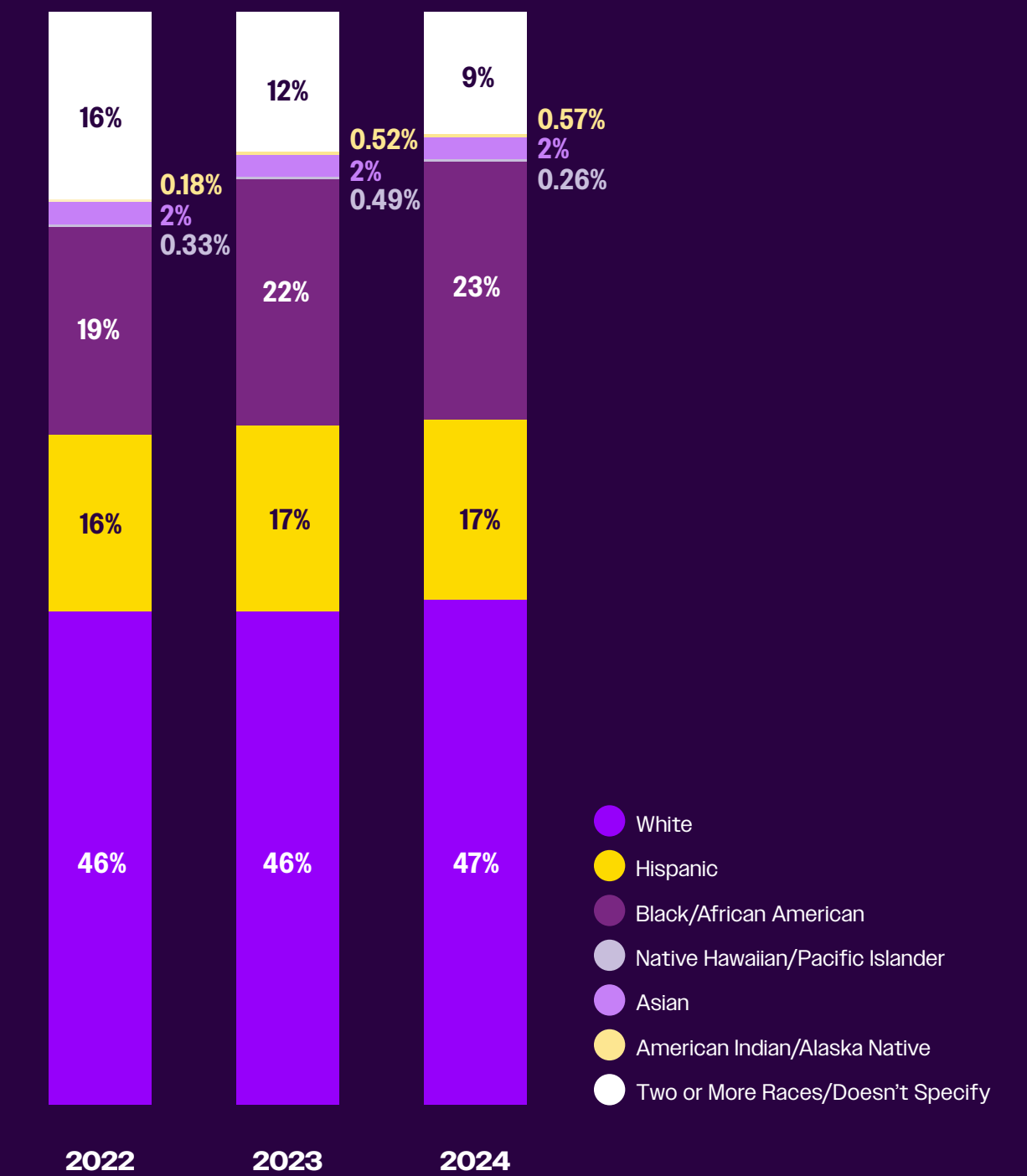
Total Workforce



Managers & Leadership¹⁵



Non-Managers





Health & Safety

In line with our Purpose, ensuring the health and wellbeing of our members, team members, and communities is a top priority. Through policies, programs, trainings, and daily practices, we maintain safe and clean operations across our facilities.

SAFE OPERATIONS

At Planet Fitness, the safety of our team members and members is paramount. We have strict protocols in place to ensure safe operations, from emergency preparedness training to proactive facility enhancements that safeguard everyone in our spaces.

Our team member training program covers a range of emergency preparedness and safety skills. Each new club team member undergoes training in violent intruder and de-escalation techniques, ensuring they are prepared to manage high-stress situations with composure and control. Additionally, all full-time corporate and franchise club team members — including managers, assistant managers, and trainers — must complete CPR certification within their first 30 days. This requirement equips our team with life-saving skills and reinforces our shared commitment to fostering a safe, supportive environment.

Enhanced safety features further strengthen our operational protocols. As of December 2024, nearly all corporate clubs and CSCs are equipped with accessible panic buttons, allowing team members to quickly call for assistance in emergencies. Our CSCs have also integrated enhanced emergency response capabilities, including a direct call feature for emergency services.

To support the health and safety of our members and team members, every Planet Fitness club is equipped with a defibrillator, which undergoes monthly checks to ensure functionality and replace batteries and pads as needed. In our newer and recently remodeled clubs, we’ve also added cameras at back entrances and dumpsters to ensure the safety of our team members as they carry out their responsibilities behind the scenes. To emphasize our organization wide commitment to safe practices, we have incorporated health and safety requirements into our Code of Ethics, which can be found on our [Investor site](#).



Life-Saving Stories

At Planet Fitness, our team members' dedication to member wellbeing goes beyond routine responsibilities, as they are often the first to respond in critical moments. Whether managing an unexpected health emergency or providing reassurance, their quick thinking and training make a vital difference. This year, we recognize one such story that underscores the profound impact of their commitment to the safety and wellbeing of our members.

When a member at our Oxon Hill, Maryland, club collapsed after completing their set on a chest press machine, our team members immediately sprang into action by calling 911 and evaluating the member's health status. Once it was confirmed they were unresponsive and without a pulse, a team member began performing CPR, continuing until first responders arrived. A few hours later, the Oxon Hill team received a call confirming that the member was responsive and that our team members' quick and courageous actions played a critical role in saving that person's life.

CLEAN CLUBS

Ensuring a clean and hygienic environment is foundational to Planet Fitness. To prevent the spread of disease and maintain our high standards of cleanliness, we have implemented the Clean Thumb Club program, a robust initiative that emphasizes proactive cleaning measures across all locations.

Our rigorous cleaning practices start with comprehensive training for all team members, ensuring they understand the proper products, methods, and materials to use for different surfaces and areas. Through this training, team members learn effective cleaning techniques that uphold our cleanliness standards and keep both members and team members safe.

Disaster Relief Fund

At Planet Fitness, we understand that challenges beyond our control can impact our team members' lives. In response to Hurricane Harvey in 2017, we established the Planet Fitness Disaster Relief Fund (DRF), which has grown through the dedicated support of Planet Fitness franchisees who come together to uphold our commitment to community resilience during times of need. The fund offers essential financial relief, addressing personal needs that enable team members to recover and rebuild.

In 2024, the DRF provided relief for team members affected by multiple disasters, including Hurricanes Beryl, Helene, and Milton, as well as devastating tornadoes in the Midwest.

“ We have an incredible community of team members and franchisees at Planet Fitness. We share a common bond as we help change people’s lives every day and make them the best version of themselves. The Planet Fitness Disaster Relief Fund is so vital to our business to ensure we’re also taking care of our Planet Fitness family, taking care of and supporting those that fuel our brand every single day. ”



— BILL BODE, CHIEF OPERATING OFFICER & PRESIDENT, PLANET FITNESS DISASTER RELIEF FUND

~\$90,000
total funds distributed by DRF since inception

74
team members who have received grants

Learn more about how we support our broader communities during natural disasters in [Community Engagement](#).



ENVIRONMENTAL

To truly live our Purpose, we must acknowledge the interconnection between human health and environmental health. Our commitment to environmental stewardship is founded on the belief that mitigating the impacts of our business on the planet is crucial for sustaining both our long-term growth and the resilience and wellbeing of our members, team members, franchisees, and communities. In 2024, we continued to expand our focus on sustainable practices that enhance operational efficiency, reduce our environmental footprint, and drive progress across our value chain.





Approach to Environmental Management

As a responsible business, Planet Fitness embraces a comprehensive environmental management approach, focusing on governance, measurement, and collaboration with key stakeholders to drive sustainability throughout our operations.

ENVIRONMENTAL GOVERNANCE

The Nominating and Corporate Governance Committee of our Board of Directors oversees our environmental strategy as part of their broader ESG oversight. Our Chief Corporate Affairs Officer serves as the management-level lead for sustainability initiatives.

Our Director of ESG and Social Impact drives the implementation of environmental programs in collaboration with the Planet Fitness Environmental Working Group, a cross-functional team comprised of senior directors and above from Operations, Vendors & Equipment, Construction, and Real Estate that is responsible for driving environmental sustainability initiatives at every level of our organization.

Our governance of environmental sustainability issues is supported by our [Environmental Policy](#), which establishes a cohesive approach to promoting sustainable operations across our value chain, while maintaining compliance with applicable local, federal, and global regulations.

MEASUREMENT & ASSESSMENT

To track and manage our environmental impact, we are committed to consistent measurement and transparent reporting. We monitor the performance of our sustainability initiatives by annually measuring energy, GHG emissions, water, waste, and materials usage across corporate-owned facilities. We also measure energy, GHG emissions, and water use for franchise clubs, and, in 2024, expanded our assessment of Scope 3 emissions to include additional categories as defined by the Greenhouse Gas Protocol. These annual assessments help guide data-driven decisions regarding our environmental strategy and ensure we remain accountable to our sustainability objectives.

STAKEHOLDER ENGAGEMENT ON ENVIRONMENTAL MATTERS

In partnership with internal and external stakeholders, we work to embed environmentally responsible practices into our daily operations and value chain. These efforts are reinforced through resources and guidance, empowering our team members and franchisees to contribute to our environmental strategy and sustainability performance. We engage suppliers on the environmental impacts within our supply chain, focusing on areas such as resource efficiency in vendor operations, sustainable sourcing, and packaging waste reduction. You can read more about our vendor engagement practices in [Sustainable Sourcing](#).

priority environmental focus areas

Energy

Reducing our energy use and improving efficiency by prioritizing and, where appropriate, requiring the installation of more energy-efficient fixtures, appliances, and practices in clubs.

Greenhouse Gas (GHG) Emissions

Monitoring and reducing GHG emissions by managing our energy consumption and, where feasible, incorporating renewables into our total energy mix.

Water

Conserving water by prioritizing water-efficient building design and, where appropriate, requiring low-flow fixtures in clubs.

Waste

Diverting waste from landfill and reducing waste generated by our operations by encouraging reuse, recycling, and, where applicable, donation, as well as by tracking equipment end-of-life and installing fixtures, such as lightbulb eaters, that help limit waste in our clubs.

Sustainable Sourcing

Considering our vendors' sustainability practices in our procurement decisions and prioritizing environmentally friendly products and materials



Energy & GHG Emissions

As the world continues to see climate-related impacts, Planet Fitness is committed to reducing GHG emissions and energy consumption across our operations. We strive to minimize our carbon footprint and support the resilience of our operations by implementing energy-efficient practices and assessing climate-related risks.

ASSESSING OUR CLIMATE-RELATED RISKS

Recognizing the importance of climate resilience, we conducted a comprehensive climate risk assessment in 2023 to evaluate potential impacts on our operations. This analysis, aligned with best practices in climate adaptation and risk management, informs our strategy to proactively address physical, operational, and regulatory risks. Key areas of exposure for Planet Fitness identified in the assessment include physical risks to assets due to weather events, as well as direct costs associated with fluctuating energy prices and potential carbon taxes.

ENERGY EFFICIENCY IN OUR CLUBS

To reduce our energy footprint, we have made a number of enhancements to improve the efficiency of our clubs. We have installed Department of Energy-compliant HVAC systems across nearly all corporate clubs, and this standard is now mandatory for all new and renovated locations to ensure consistent energy-saving practices.

Additionally, we are progressing toward our aspiration to install LED lighting across our system, with 89% of our clubs systemwide already outfitted with energy-saving LED fixtures. By 2027, we anticipate 100% LED lighting installed in all clubs systemwide. We have also incorporated tankless water heaters and high-efficiency mini washers for cleaning rags in all corporate clubs, which help minimize the carbon impact of outsourced laundry services and reduce our overall carbon footprint. These efforts reduce our energy consumption and associated emissions while supporting the business through lower utility costs.

SUSTAINABLE PRACTICES IN OUR CSCs

To support energy efficiency, we have installed LED lighting across our CSCs, and all conference rooms and shared spaces include motion sensors to avoid unnecessary energy use. By focusing on energy efficiency across our operations, we reduce emissions and contribute to a more sustainable footprint.

MEASURING OUR ENERGY & EMISSIONS FOOTPRINT

Annual assessments of energy use and GHG emissions allow us to track progress and identify areas for improvement. We benchmark our year-over-year data against a 2019 baseline for corporate facilities and a 2022 baseline for franchise operations, providing transparency and accountability as we work to lower our systemwide emissions.

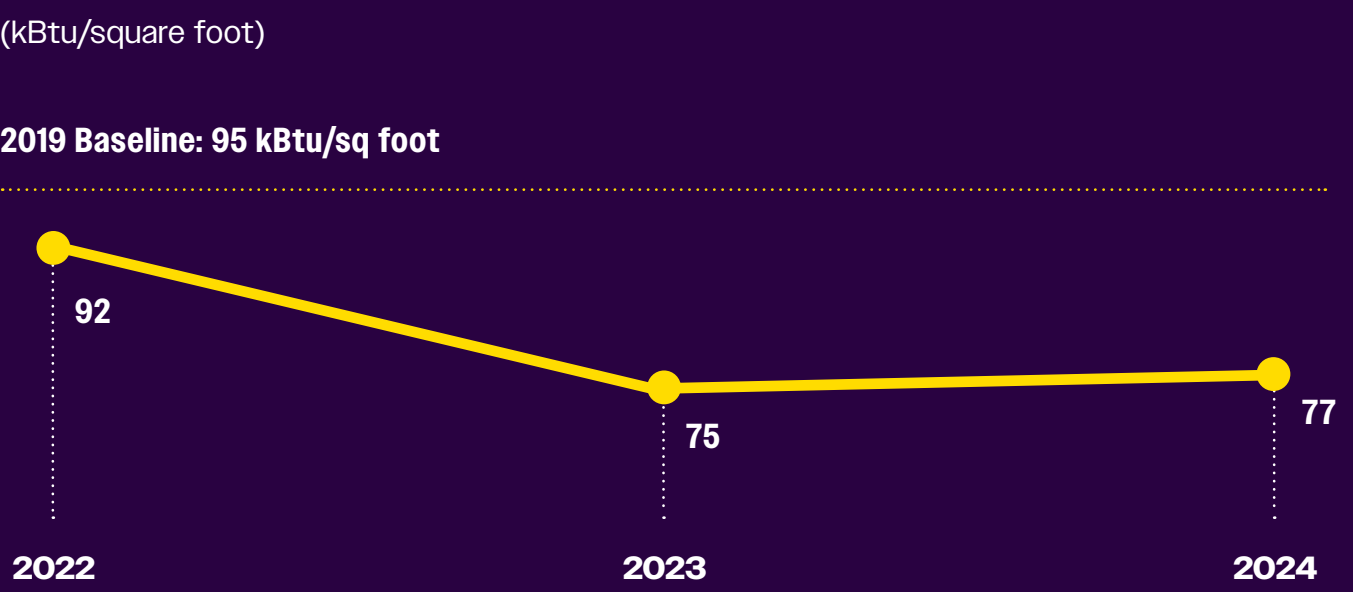
While our absolute operational energy use and emissions increased from 2023 due to the expansion of our corporate club footprint, our energy use and GHG emissions remained 19% and 15% below our 2019 baseline, respectively, when normalized by square footage.^{7,8} We observed a slight year-over-year increase in normalized energy use across our operations, likely due to the increased HVAC usage during the hotter-than-normal summer months in 2023.⁶ Despite this, our normalized emissions decreased from 2023, driven in large part by more access to cleaner energy sources, including, where available and financially beneficial, participation in local green power programs.

Please see the [Appendix](#) for more information on our franchise energy use and emissions.

total operational energy use^{7,17}



normalized operational energy use⁸



19%

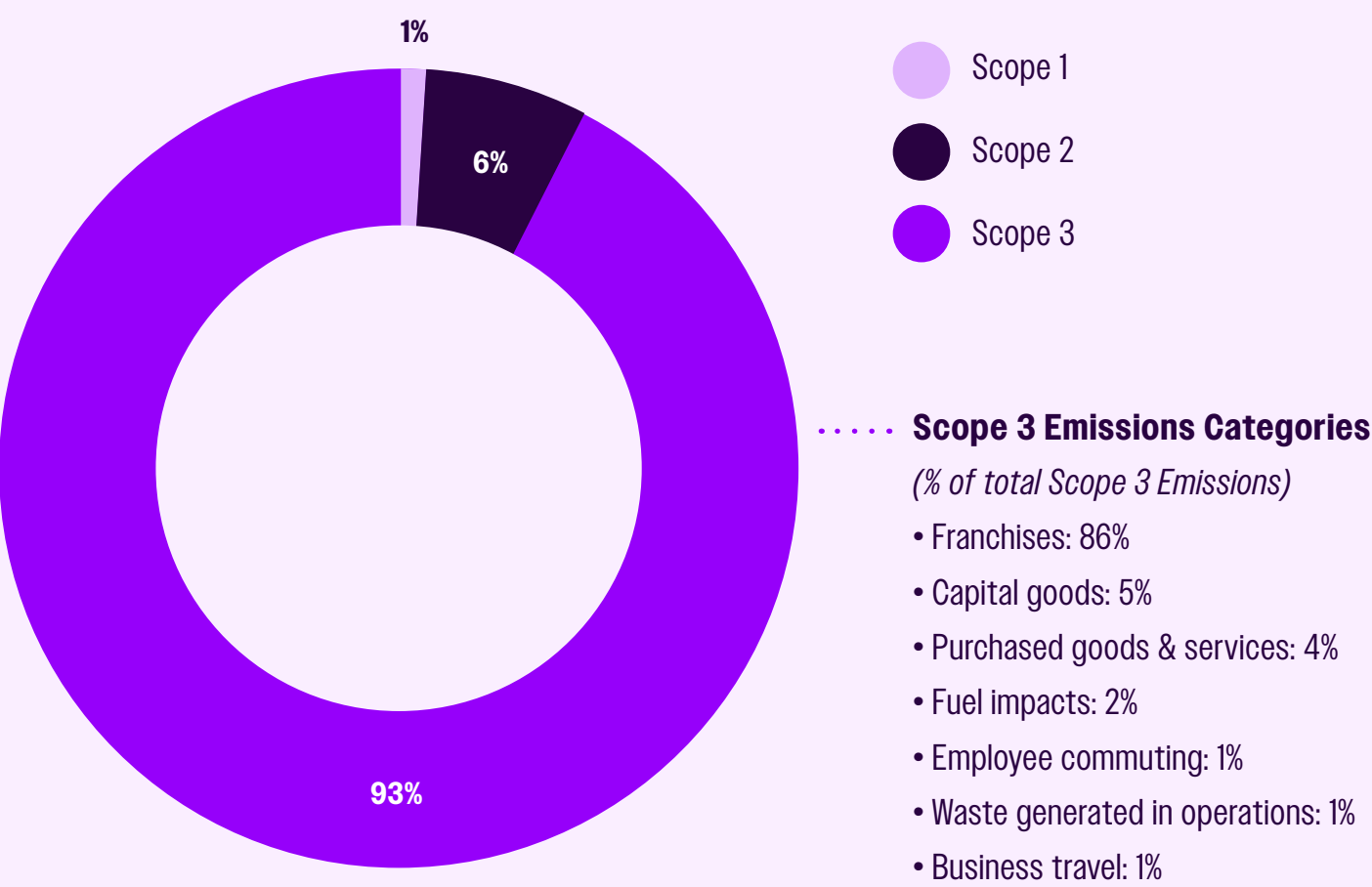
decrease in total normalized operational energy use since 2019



GHG Emissions

2024 GHG emissions inventory¹⁸

(metric tons CO₂e) (MBM)



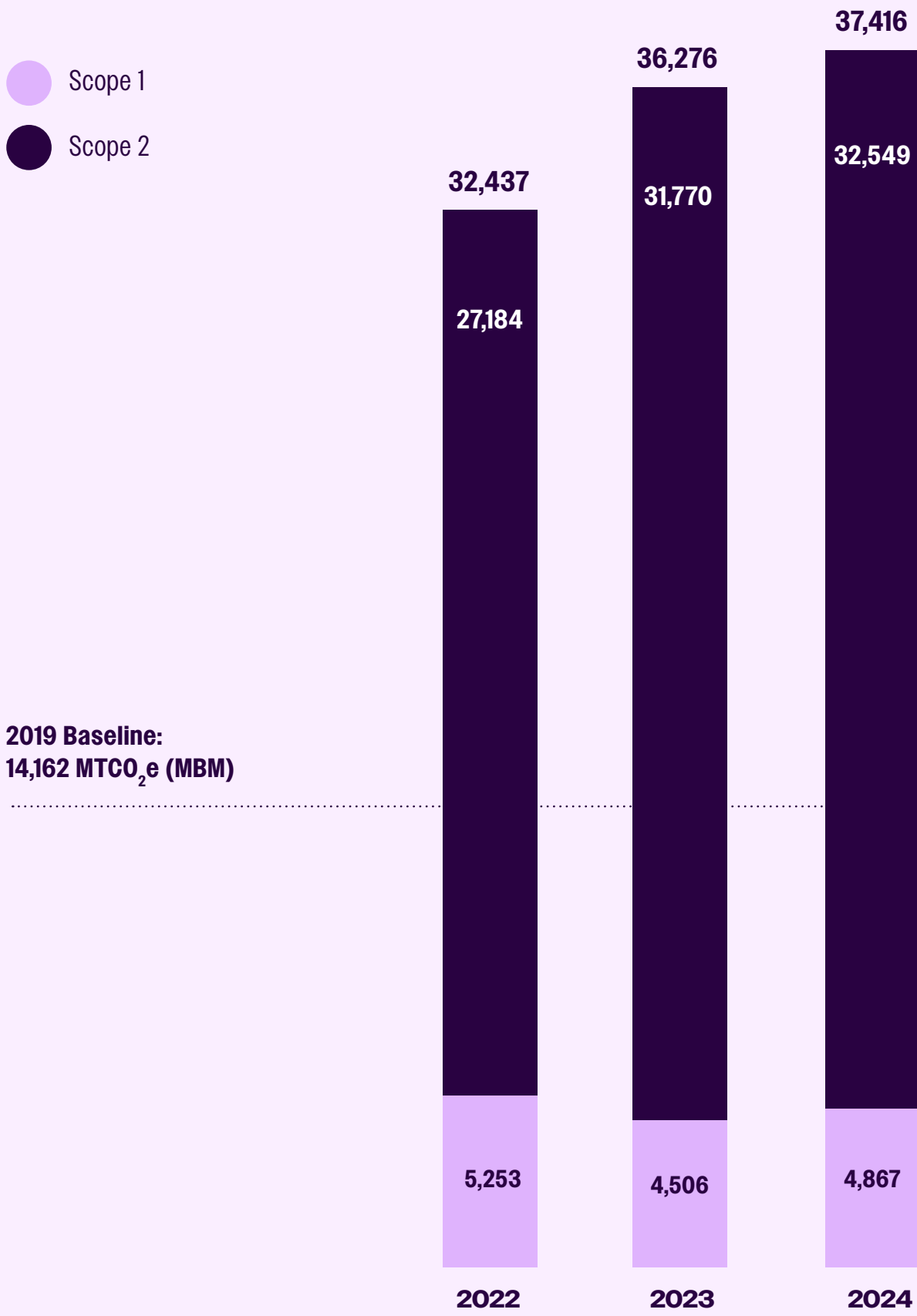
EXPANDING OUR SCOPE 3 MEASUREMENT

To further our commitment to transparency, we expanded our Scope 3 emissions assessment to include additional categories as defined by the Greenhouse Gas Protocol. This data gives us insight into our footprint from value chain activities beyond our franchisees, identifying key areas contributing the most to our overall carbon impact and informing our ongoing reduction strategies.

Franchise emissions account for 86% of our Scope 3 emissions, and 80% of our total 2024 emissions inventory. For more information on our Scope 3 GHG emissions categories, please see the [Appendix](#).

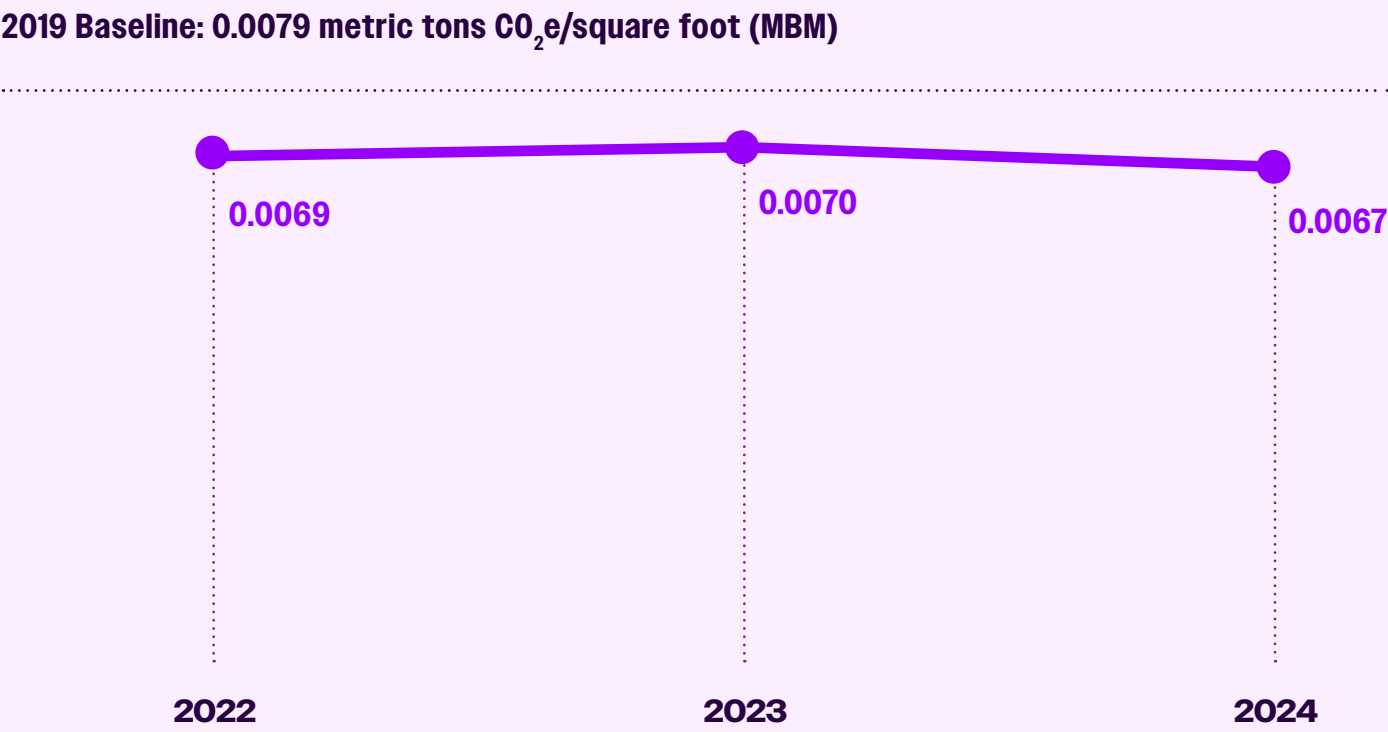
total operational GHG emissions by scope^{7,17}

(metric tons CO₂e) (market-based method (MBM))



normalized total operational GHG emissions⁸

(metric tons CO₂e /square foot)(MBM)



15% decrease in total normalized operational GHG emissions since 2019

Water

As we expand, we continue to prioritize responsible water use across all locations. Our water conservation efforts help reduce our environmental impact and support cost savings while ensuring that we maintain high standards of cleanliness in our operations.

Three clubs in Mexico are reducing their overall water consumption by recycling grey water, which is then used on outdoor vegetation.

This pilot program uses a fully automated water filtration and recycling system designed to recover up to 90% of water from showers. We are assessing the feasibility of scaling these and similar water reclamation efforts across additional locations.

WATER CONSERVATION IN OUR FACILITIES

Due to the nature of our business and in-club operations, water is a critical resource for Planet Fitness. For this reason, water conservation is a key focus within our sustainability strategy and we are committed to promoting responsible water use in our facilities.

The majority of Planet Fitness’ water footprint comes from the use of showers, sinks, toilets, water refill stations, and drinking fountains in our clubs. As of 2024, we have installed higher efficiency High Sierra low-flow shower heads in approximately 30% of locations across our system, contributing to significant water savings. Additionally, 98% of corporate clubs now use water-efficient floor scrubbers instead of traditional mop and pail cleaning methods, reducing overall water consumption while maintaining the high cleanliness standards of our clubs. We have also installed tankless water heaters in corporate clubs, and we encourage franchisees to do the same.

At our CSCs, we continued to practice our long-standing water conservation efforts. Since 2017, we have used low-flow fixtures in all restrooms, leading to substantial water savings year over year. We will continue to look for new water-saving strategies across our organization.

MEASURING OUR WATER WITHDRAWAL

We measure our water use across our organization on an annual basis, reporting year-over-year changes from our 2019 baseline for corporate clubs, and from a 2022 baseline for franchise clubs.

Our absolute operational water use increased from 2023 due to expansion of our corporate club footprint.⁷ While our normalized operational water use remained below our 2019 baseline, we did observe a year-over-year increase, which may be due to higher attendance across our corporate club footprint, as well as greater irrigation needs for clubs with landscaping during the hotter-than-normal summer months.^{8,16}

We also continued to assess franchise club water use. See the [Appendix](#) for more information.

total operational water use^{7,17}

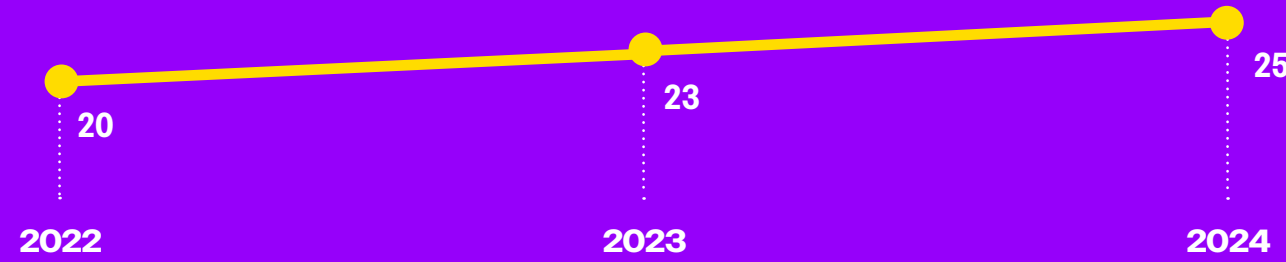
(thousands gallons)



normalized total operational water use⁸

(gallons/square foot)

2019 Baseline: 29.2 gallons/square foot



15% decrease in total normalized operational water use since 2019



Waste & Recycling

Reducing waste is a key component of our environmental efforts. We aim to decrease our waste footprint across our operations by minimizing our reliance on single-use materials, promoting responsible waste management practices in our facilities, and finding landfill alternatives for our equipment.

CORPORATE CLUB WASTE MANAGEMENT PRACTICES

At Planet Fitness, we are always trying to find ways to minimize the amount of paper used at our clubs. All new corporate clubs use HEPA-filter hand dryers to reduce the use of paper towels. To clean surfaces, we use microfiber towels and concentrate-based cleaning chemicals in dispensers that automate the water-to-chemical ratios to lower the use of paper and single-use cleaning materials.

As of 2024, 100% of our corporate clubs include at least one water refill station, encouraging members to bring reusable bottles. Additionally, we’ve begun utilizing bulb eater machines to safely and efficiently dispose of fluorescent bulbs at our corporate clubs. These machines crush used bulbs into recyclable containers, reducing cardboard waste from shipping and simplifying the recycling process.

WASTE REDUCTION MEASURES AT CSCS

At our CSCs, we focus on minimizing single-use materials and encouraging recycling efforts. We provide compostable single-use utensils and encourage the use of reusable dishware, utensils, and drinkware in our cafés.

At our New Hampshire CSC, we use single-stream recycling and divert more than 1,000 pounds of food waste from our café to be converted to feed for animals at Justa Farm in Hampton Falls, New Hampshire.

Additionally, we annually recycle approximately 520 gallons of used cooking oil, which is converted into biofuel, further reducing our environmental footprint. Through these efforts, we continue to find innovative ways to minimize waste and support a more sustainable future.

EQUIPMENT END-OF-LIFE

Planet Fitness is committed to responsible disposal of fitness equipment. At the end of its lifecycle, 100% of fitness equipment is donated, recycled, or resold, helping prevent unnecessary landfill waste. Some clubs recycle retired equipment into scrap metal and plastic, supporting a circular economy approach. We are also investigating ways to increase the resale value of equipment to maximize its lifecycle and utility.

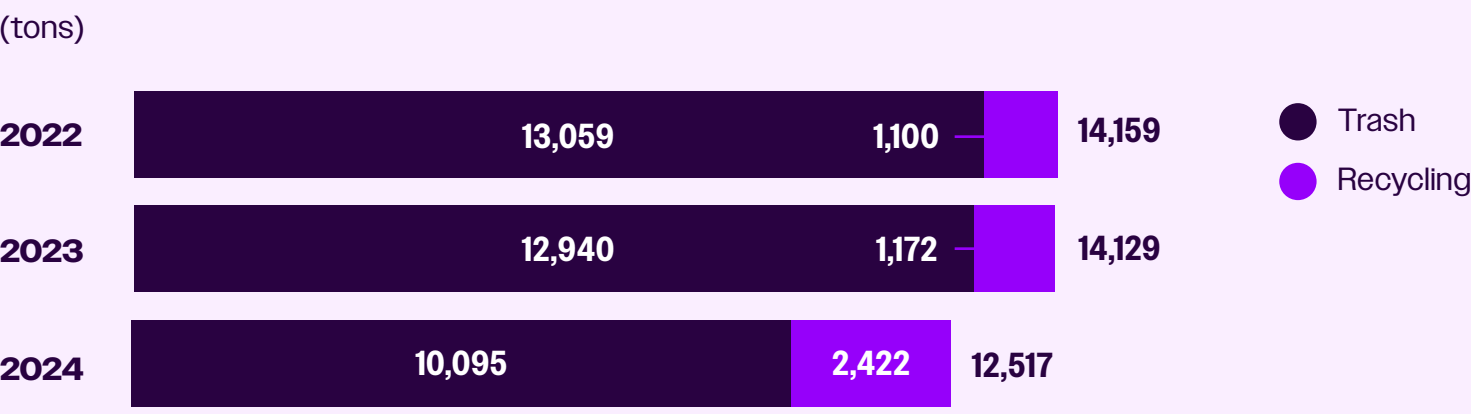
MEASURING OUR WASTE FOOTPRINT

On an annual basis, we measure our waste footprint, inclusive of recycling and trash diverted to landfill, across the facilities within our operational control against a 2019 baseline. Due to our waste contracts, these values have historically been based on waste contracted for pick-up, as opposed to actual waste volume collected. We recently switched waste management vendors, which has significantly improved our waste data collection and assessment. Thus, we are resetting our baseline to 2024. While we will continue to report pre-2023 waste data, we will report any future progress against figures reported for 2024. Please see the [Appendix](#) for more information on our waste and recycling.

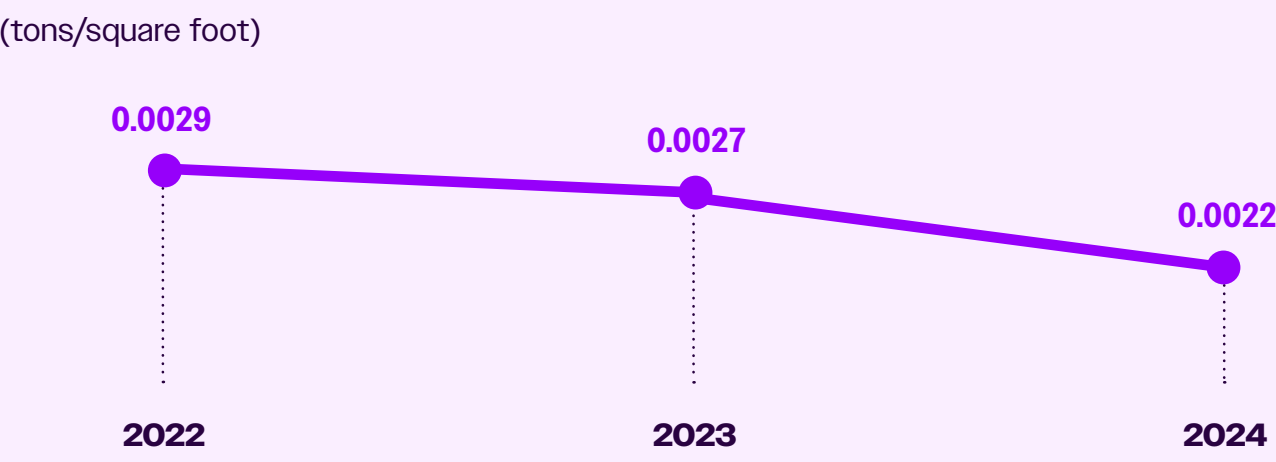
GotSneakers Partnership

To further reduce waste and encourage ethical recycling, our Club Support Center and corporate clubs partnered with GotSneakers, a social enterprise committed to environmental sustainability and economic development through recycling and redistributing new and used footwear. The 260+ locations participated in a multi-month campaign, displaying dedicated donation bins and signage, and encouraging team members and members to donate their old sneakers. In total, 8,565 pounds of sneakers were diverted from landfills, displacing over 223,440 pounds of carbon dioxide and saving over 16,810,136 gallons of water. The proceeds from the sneakers, which totaled over \$5,300, were donated to BGCA.

total operational waste footprint^{7,17}



normalized total operational waste footprint⁸





Sustainable Sourcing

Planet Fitness is committed to sourcing materials and equipment that support our sustainability ambitions. By choosing eco-friendly options, we reduce our environmental impact while maintaining our high standards of operational efficiency.

51%
of cleaning supplies and

75%
of paper products have an environmental feature.⁹

ECO-FRIENDLY CONSTRUCTION MATERIALS

Our commitment to sustainable sourcing guides the materials and equipment used in our organization. At Planet Fitness, 100% of rubber flooring is sourced from recycled materials through our key suppliers, and nearly all paints are non-VOC, with plans to transition entirely to non-VOC paints soon. Additionally, we are expanding the use of wall paneling made from post-consumer recycled (PCR) water bottles, with plans for broader implementation in 2025.

GREEN CLEANING SUPPLIES

We actively work to source cleaning and paper products with environmental certifications, aligning with our commitment to reducing waste and the presence of harmful chemicals while ensuring our clubs meet member expectations for safety and cleanliness. We actively source 100% recyclable products where possible, and all surfaces are cleaned with microfiber towels, reducing reliance on single-use materials while continuing to uphold our industry-leading cleanliness standards.

SUPPLIER MANAGEMENT & ENGAGEMENT ON SUSTAINABILITY

To support sustainable sourcing, we actively engage suppliers in responsible practices throughout our value chain. Our [Global Vendor Code of Conduct](#) outlines our expectations of our suppliers, including those related to environmental management. In 2024, we introduced a new vendor RFP requirement focused on equipment extraction, enabling increased material recycling. We are dedicated to engaging our suppliers on key sustainability issues, ensuring that our vendor selection process aligns with our environmental priorities.

Vendor Spotlight: Construction Specialties

Planet Fitness partners with vendors who share our commitment to environmental stewardship and social responsibility. Construction Specialties, a trusted provider of wall protection solutions, embodies these values in both their product design and operational practices.

As a leader in sustainable building materials, Construction Specialties is one of our vendors who manufactures the gray and silver wainscot panels that line our club walls, providing essential protection while maintaining a strong commitment to environmental health. These panels are PVC-free and hold environmental product declarations (EPDs) and health product declarations (HPDs), reinforcing their dedication to transparency and sustainability.

In early 2025, we plan to install panels from Construction Specialties made from PCR water bottles, finding new and useful life for materials that would have otherwise ended up in a landfill. This partnership aligns with Planet Fitness’ sustainability efforts and supports our broader environmental strategy to reduce our impact and promote responsible material use across our organization.

“ True health starts on the inside, and as a product manufacturer, we agree! Our PVC-free Acrovyn® Wall Protection formulation made a healthy leap forward and now includes 50% post-consumer recycled content, the equivalent of 130 single-use water bottles in one sheet. Strength and performance are just as crucial for your facility’s walls as they are for the body. We will continue to prioritize making healthy and sustainable solutions for our clients. ”

— ANTHONY PEACHEY, MARKETING DIRECTOR, CONSTRUCTION SPECIALTIES

GOVERNANCE

Our vision to build the largest and most inspiring fitness community where all members are proud to belong can only be achieved with a strong foundation of responsible business operations, effective risk management, and a continued commitment to integrity and transparency. Through robust and effective corporate governance, stringent compliance practices, and effective policies, we maintain the trust of our members and team members, protect our brand, and generate value for all our stakeholders.





Corporate Governance & ESG Oversight

Our governance structure is designed to drive sound company oversight, create accountability for our Board of Directors and leadership team, demonstrate our commitment to responsible business practices, and ensure we can adapt to the evolving and dynamic business environment in which we operate.

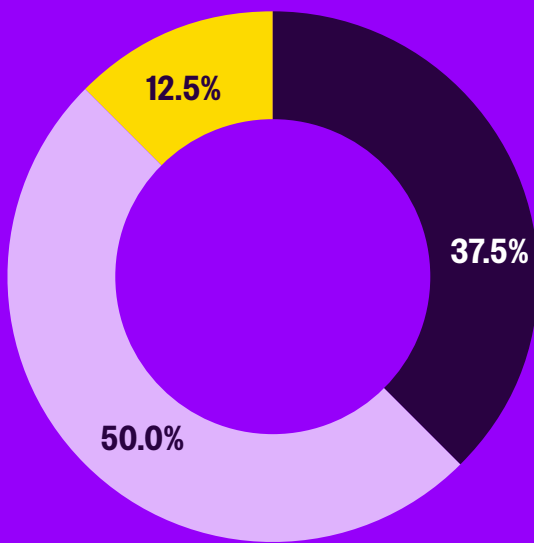
BOARD COMPOSITION & EXPERTISE

Our business operates under the oversight of our Board, which is charged with exercising its discretion to act in what each director reasonably believes to be in the best interests of Planet Fitness and its shareholders. The Board takes great care when making nomination decisions for directors and director candidates, considering the skills, experiences, and backgrounds of each individual separately and in the broader context of the Board’s overall composition.

Our Board consists of eight directors who each bring unique expertise and perspectives to the oversight of our Company. More information on our Board composition and director experience can be found in our [2025 Proxy Statement](#).

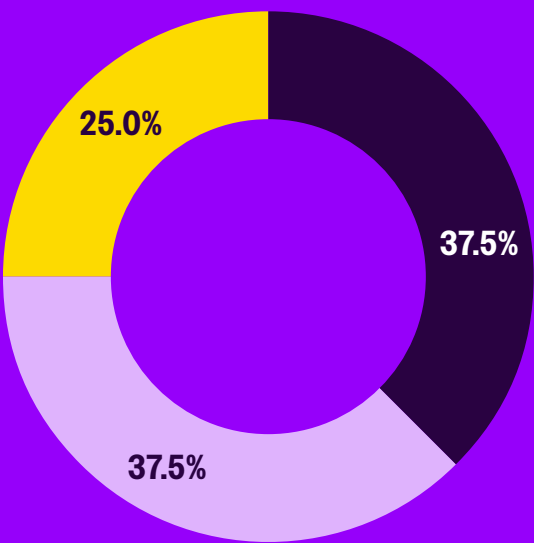
Board demographics¹⁹

Tenure



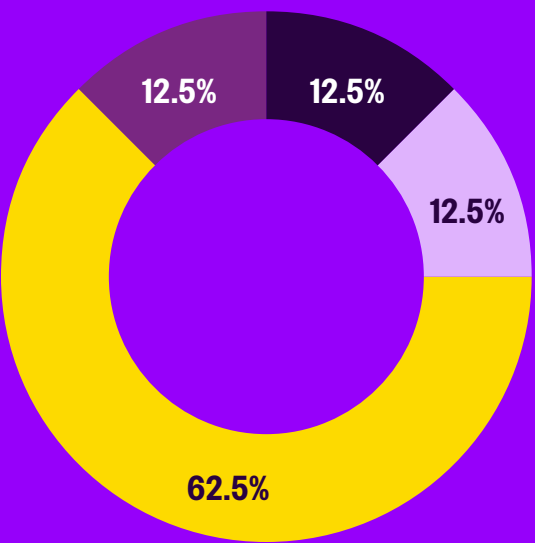
- 0-4 years
- 5-9 years
- 10+ years

Age



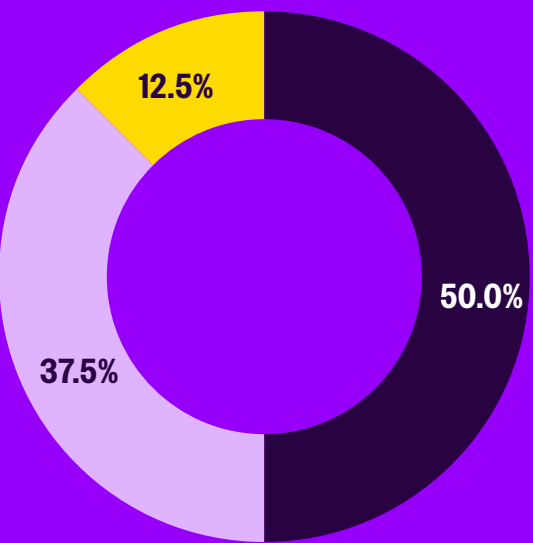
- 55-60 years
- 61-65 years
- 66-70 years

Race/Ethnicity



- Asian
- Black/African American
- White
- Undisclosed

Gender



- Female
- Male
- Undisclosed



ESG OVERSIGHT

We believe that our approach to managing ESG is directly linked to our ability to create long-term value for our stakeholders, including shareholders, team members, members, and the communities and markets in which we operate. Therefore, the entire Board is engaged on ESG issues that impact Planet Fitness’ business and corporate strategy. The Nominating and Corporate Governance Committee has oversight of the overall ESG strategy and receives quarterly updates on the ESG program and its initiatives from the Chief Corporate Affairs Officer.

To support the Chief Corporate Affairs Officer and Director of ESG & Social Impact in the management and implementation of ESG initiatives across the company, we regularly convene an Environmental Working Group comprising cross-functional team members with operational responsibilities in areas relevant to our ESG strategy.

“ At Planet Fitness, strong ESG oversight is integral to our long-term success and our commitment to creating a more connected and Judgement Free™ planet. The Nominating and Corporate Governance Committee ensures our ESG strategy aligns with business priorities and stakeholder expectations while proactively managing risks and opportunities. Through this approach, we continue to drive positive impact, foster inclusivity, and strengthen the sustainability of our business for the future.

— CAMMIE DUNAWAY, CHAIR, NOMINATING AND CORPORATE GOVERNANCE COMMITTEE, PLANET FITNESS BOARD OF DIRECTORS



Planet Fitness
ESG Governance



Oversight

Nominating and Corporate Governance Committee: Oversight of Planet Fitness’ overall ESG strategy, objectives, initiatives and reporting, environmental management and measurement, and human capital management, including inclusion and belonging, succession planning, and talent management.

Audit Committee: Oversight of enterprise risk management, including cybersecurity, data privacy, and vendor management.

Compensation Committee: Oversight of benefits and compensation policies and practices, including our efforts to support pay equity across our workforce.

Management

In collaboration with the Chief Corporate Affairs Officer, executives across Planet Fitness are regularly engaged on ESG matters.

Implementation

Led by the Director of ESG and Social Impact, the ESG program is implemented in partnership with cross-functional groups, including members of the Operations, Real Estate, Vendor Management, Construction, Legal, and Marketing teams.



Business Ethics & Compliance

We strive to uphold the highest ethical and legal standards to maintain the trust of our stakeholders and protect our brand. Our approach to business ethics and compliance – reinforced by policies and procedures that apply to all members of our organization – ensures we continue to act responsibly and effectively manage risk across our operations and our value chain.

100%

of team members completed annual compliance trainings in 2024

RESPONSIBLE & ETHICAL OPERATIONS

We firmly believe there is a direct relationship between our conduct as a company and our ability to achieve our business goals. Honest and ethical conduct is a fundamental expectation at all levels of the organization and is essential to our continued success.

We outline our standards for ethical conduct in a comprehensive set of policies, which are reviewed by our leadership and Legal team annually and updated as needed. These include our Code of Ethics, which can be found on our [Investor site](#) and applies to the entire Planet Fitness organization, including all full-time, part-time, and temporary team members, as well as our Board of Directors. It also sets expectations for franchisees, vendors, contractors, and other business partners or representatives performing work on behalf of Planet Fitness, and is complemented by our Franchise Code of Ethics and Global Vendor Code of Conduct, found on our [Policies webpage](#).

All new team members receive the Code of Ethics and mandatory training on ethics and compliance topics when hired, and we require all team members to complete annual ethics and compliance training.

In addition to our Code of Ethics, we also require that our CEO and other senior executives adhere to a [supplemental Code of Ethics](#), which outlines additional expectations related to conflicts of interest, financial disclosures, and legal and regulatory compliance.

In 2024, we formally adopted our Human Rights Policy to share our global expectations with respect to human rights. Prepared in alignment with the UN Guiding Principles on Business and Human Rights, the policy covers all Planet Fitness team members and domains within our operational control. Read the full policy on the [Policies page](#) of our website.

As part of our commitment to accountability and integrity, we have whistleblower protections that empower our team members to speak up or seek advice on ethics concerns without fear of retaliation. We provide multiple channels for reporting potential violations of our Code of Ethics or other policies, including via the PF Integrity Line, our 24-hour hotline that can be reached via phone or online portal. Additionally, team members and members alike can raise concerns or complaints safely and anonymously through our Listen360 platform, which is available in approximately 70% of clubs systemwide and will be in all clubs by the end of 2025.

Channels for Team Members to Report Concerns

- Speak with their manager
- Speak with Human Resources
- Speak with the Legal team
- Use the 24-hour PF Integrity Line

COMPLIANCE & RISK MANAGEMENT

We are committed to complying with all applicable laws and regulations in the communities in which Planet Fitness operates. This includes all laws relating to employment, licensing, distributing, anti-corruption, antitrust, tax, equal opportunity, securities, banking, currency, environment, and health and safety.

As our business grows, our Legal team continuously monitors international compliance standards to ensure we meet or exceed the requirements of each jurisdiction in which we operate. With our expansion into Spain, we have worked to comply with Spanish and European Union (EU) regulations applicable to our Spanish operations, including the General Data Protection Regulation (GDPR). Learn more about our approach to data privacy compliance in [Data Security & Privacy](#).

We utilize a risk register to monitor business-critical risks, including those related to ESG topics. We collaborated with both internal and external counsel, as well as third-party partners, to strengthen and enhance our risk management program, with a particular focus on incident response.

Our Board of Directors has overall responsibility for risk management, with Board committees overseeing risk in certain specified areas. Our Nominating and Corporate Governance Committee oversees risks associated with our ESG practices. Our Audit Committee oversees the management of enterprise risks, including data and cyber security, financial risks, business conduct and ethics, and oversight of related party transactions. Our Compensation Committee oversees the management of risks relating to our executive compensation plans and arrangements, and the incentives created by the compensation awards it administers. Management regularly reports on applicable risks to the relevant committee or the full Board, as appropriate, with additional review or reporting conducted as needed or as requested.



Data Security & Privacy

Our members, partners, and others in our information ecosystem entrust us with their data and we take that responsibility seriously. We take a systemwide approach to responsibly managing and securing our data and the data we collect.

Our Cybersecurity Ecosystem

- 24/7 threat monitoring and management
- Advanced threat protection software
- Regular vulnerability scans and penetration tests
- Annual compliance audits of policies and practices
- Data security governance (providers, vendors, software developers, franchise operations)
- Team member trainings on data security and privacy issues
- Swift incident response and remediation

COMPLIANCE WITH GLOBAL REGULATIONS

Our data privacy and security governance structure ensures that Planet Fitness complies with all applicable federal, state, and foreign privacy laws and regulations. In 2021, we standardized our data privacy approach to ensure that all clubs across our system meet compliance with the California Consumer Privacy Act (CCPA), the most stringent state regulation in the United States. With our expansion into Europe, starting with our club openings in Spain in 2024, all Planet Fitness operations in Europe comply with the GDPR, an EU law that protects the privacy and security of individuals’ personal data.

Our internal data security and privacy committee monitors the regulatory landscape to ensure Planet Fitness’ policies are compliant with the latest laws. As our business grows into new markets, we’ll continue to stay abreast of and seek compliance with relevant regulations.

DATA MANAGEMENT & PRIVACY PRACTICES

We know our members care about how their data is stored and used, and we are committed to the responsible management of all information we collect. Due to the nature of our business, we and/or our vendors collect and store some member data, including Personally Identifiable Information (PII) and Payment Card Industry (PCI) data. We do not collect Protected Health Information (PHI).

We are constantly evolving our data management processes to ensure we comply with all the latest relevant regulations and give our members control over their data, while maintaining the data we need in our daily operations. Our [Privacy Policy](#) outlines to members our data management processes and principles, including what data we collect, how we utilize it, and how it is shared. Additionally, we require that all third-party providers in our data management ecosystem adhere to a standardized data processing agreement.

In 2024, we began developing an updated comprehensive data retention policy which will be implemented in 2025. The policy helps ensure we retain data for a length of time to comply with relevant legal, regulatory, and operational requirements while ensuring that eligible data is routinely and non-selectively disposed of in the normal course of business. We are also currently in the process of conducting a data retention assessment to make sure we only retain essential data.

We strive to process all data privacy and deletion requests in line with related compliance standards. Members can report a data privacy concern or submit a data deletion request directly within the PF app. Additionally, we are currently working to update our opt-in/opt-out process to make it more user friendly and streamlined so members can better elect how and when they receive Planet Fitness communications.

COMPREHENSIVE CYBERSECURITY SYSTEMS

Our cybersecurity governance is structured to ensure top-down responsibility for the security of the data we control. Our Chief Information Officer leads our cybersecurity management function, with oversight from the audit committee at the Board level. We regularly conduct threat assessments and audits to test the security of our networks, including quarterly risk assessments with contractors. We also review our breach system with outside counsel on an annual basis, with more frequent internal reviews happening throughout the year.

We utilize multi-factor authentication (MFA) for passwords to keep member and company data secure. We also added a “Phish Alert” button to our internal company email environment so team members can more easily report suspected phishing attempts.

TEAM MEMBER TRAINING PROGRAMS & FRANCHISEE RESOURCES

In an evolving threat environment, being able to identify potential malicious actors is crucial. We update our phishing and cybersecurity training yearly and require that all team members complete it annually. We provide additional, ongoing training to bolster security awareness via PFU, our internal learning and development platform. We also issue regular communications to team members and franchisees on expectations and best practices around data privacy and security.



APPENDIX

Thank you for reading our 2024 ESG Report. We value the opportunity to share our ongoing journey and commitment to environmental, social, and governance principles with our stakeholders. We encourage ongoing dialogue to drive meaningful change with our ESG efforts.

For additional details on our initiatives, or to explore past reports, please visit our [PF Purpose webpage](#). We welcome any questions or feedback at ESG@planetcsc.com.



ESG Performance Metrics

We are committed to measuring, tracking, and reporting our year-over-year performance on key ESG metrics. As part of our efforts to demonstrate transparency, we have included the following table, which provides disclosures on ESG programs, policies, and metrics related to topics and issues relevant to Planet Fitness’ business. As applicable, disclosures are mapped to the relevant Global Reporting Initiative (GRI) and the International Financial Reporting Standards (IFRS) Foundation’s Sustainability Accounting Standards Board (SASB) standards for the Leisure Facilities industry.²⁰

All disclosures apply to domains within Planet Fitness’ operational control (Club Support Centers and corporate-owned clubs) covering the year ending December 31, 2024, unless otherwise noted. Improvements in environmental measures during the year ended December 31, 2021, are primarily attributable to the reduction in systemwide occupancy as a result of the COVID-19 pandemic, which included the complete or partial suspensions of club operations during this time.

Metric	FY24 ²¹	FY23	FY22	FY21	FY20	GRI	SASB
about planet fitness							
organization & reporting practices							
Organizational details	Introduction / About Planet Fitness, page 4					GRI 2-1	
Activities, value chain, and other business relationships	Introduction / About Planet Fitness, page 4					GRI 2-6	
Total number of clubs	2,722	2,575	2,410	2,254	2,124	GRI 2-6	
Corporate-owned	277	256	234	112	103		
Franchised	2,445	2,319	2,314	2,142	2,021		
Total members	19.7 million	18.7 million	17.0 million	15.2 million	13.5 million	GRI 2-6	
Corporate club attendance (total check-ins)	62,707,408	56,922,712	46,831,553	20,096,815	--	SV-LF-000.A	
Workouts taking place in PF gyms	602 million+	551 million+	469 million+	380 million+	250 million+		
Annual revenue	\$1.2 billion	\$1.1 billion	\$936.8 million	\$587 million	\$406.6 million	GRI 201-1	
Systemwide sales	\$4.8 billion	\$4.5 billion	\$3.9 billion	\$3.4 billion	\$2.4 billion	GRI 201-1	
Total corporate team members	3,954	3,797	3,137	1,770	1,616	GRI 2-7	
Club Support Centers (CSCs)	354	386	342	241	229		
Corporate-owned clubs	3,600	3,411	2,795	1,529	1,387		
Countries of operations ²²	6	5	5	5	5	GRI 2-1, 2-6	
Entities included in the organization’s sustainability reporting	Introduction / About This Report, page 7					GRI 2-2	
Membership associations	Appendix / Additional Resources, page 49					GRI 2-28	
Reporting period, frequency, and contact point	This report covers calendar year 2024. Planet Fitness reports ESG on an annual cycle. For questions, please contact ESG@csc.com.					GRI 2-3	
Statement on sustainable development strategy	Introduction / CEO Letter, page 3					GRI 2-22	
Restatements of information	Included throughout the report as necessary.					GRI 2-4	
External assurance	This report has been reviewed by the Planet Fitness, Inc. Board of Directors and members of the management team. Planet Fitness plans to retain external assurance for select ESG disclosures in the future.					GRI 2-5	
Approach to stakeholder engagement	Introduction / Our ESG Strategy, page 6					GRI 2-29	
Process to determine material topics ⁵	Introduction / Our ESG Strategy, page 6					GRI 3-1	
List of material topics	Introduction / Our ESG Strategy, page 6					GRI 3-2	

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
social							
access to fitness							
Approach to ensuring equitable access to fitness.	Social / Access to Fitness, page 10					GRI 3-3	
Americans within 10 miles of a Planet Fitness club (%)	77%	77%	77%	77%	--		
Members who are first-time gymgoers (%)	40%	40%	40%	40%	40%		
Clubs in "low-income" areas (%) ¹	20%	20%	20%	20%	13%	GRI 203-2	
High School Summer Pass™ participants	nearly 3 million	3 million	3.5 million	--	--		
High School Summer Pass™ workouts logged	12 million	14.5 million	17 million	--	--		
Number of PF app users	2.6 million+	--	--	--	--		
<i>Number of workouts and guides completed</i>	1 million+	--	--	--	--		
<i>Workout tutorials, videos and guides available</i>	1,200+	--	--	--	--		
community engagement							
Total contributed to Boys & Girls Clubs of America annually (\$)²	\$1.2 million	\$1.2 million	\$1.1 million	\$1.36 million	\$323,000		
Total contributed to Boys & Girls Clubs of America since 2016 (\$)²	\$10.7 million+	\$9.57 million	\$8.38 million	\$7.28 million	\$5.92 million		
Judgement Free Generation® scholarships awarded annually (#)	50	50	50	30	45		
<i>Value of scholarships awarded annually (\$)</i>	\$250,000	\$250,000	\$250,000	\$150,000	\$225,000		
<i>Value of scholarships awarded to underrepresented minority students annually²³</i>	\$200,000	\$210,000	\$190,000	\$125,000	\$180,000		
Judgement Free Generation® scholarships awarded since 2017	280	230	180	130	100		
<i>Value of scholarships awarded since 2017</i>	\$1,400,000	\$1,150,000	\$900,000	\$650,000	\$500,000		
<i>Value of scholarships awarded to underrepresented minority students since 2017²³</i>	\$1,135,000	\$935,000	\$725,000	\$535,000	\$410,000		
Mini Judgement Free Zones built since 2017	45+	40+	35+	35+	30+		

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
social							
community engagement							
Trauma Informed Care specialists trained ²⁴	21	15	26	--	--		
Boys & Girls Club professionals trained by specialists	1,115	665	810	--	--		
Consultations with local Boys & Girls Clubs by specialists	78	45	56	--	--		
Disaster Relief Fund (DRF)							
Total funds distributed to team members since inception (\$)	\$89,683	--	--	--	--		
Team members who have received grants since inception (#)	74	--	--	--	--		
Flexing for Good™							
Hours volunteered by team members	800	--	--	--	--		
Number of team member volunteers	300	--	--	--	--		
Number of local organizations supported	70+	--	--	--	--		
human capital investment							
Approach to managing and investing in our workforce	Social / Human Capital Investment, page 16					GRI 3-3	
Active Planet Fitness University (PFU) users	39,625	37,841	30,330	32,000+	--		
PFU courses available	63	86	83	80+	80+	GRI 404-2	
PFU courses completed	907,147	787,725	773,394	736,000+	--		
LeadDev module enrollments	19,794	3,747	1,855	4,100	--	GRI 404-2	
LeadDev course completion	16,110	10,953	--	--	--		
Franchisee groups participating in LeadDev	83	86	79	58	--		
Benefits provided to full-time team members	Social / Human Capital Investment, page 18					GRI 401-2, 401-3	
% of eligible workforce enrolled in PF 401(k) plan	16.70%	13.30%	--	--	--	GRI 401-2	

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
social							
inclusion & belonging							
Approach to fostering inclusion & belonging	Social / Inclusion & Belonging, page 19					GRI 3-3	
Corporate workforce gender representation ²⁵	Social / Inclusion & Belonging, page 20					GRI 405-1	
Women	42.13%	42.08%	42.64%	43.00%	44.00%		
Men	57.87%	57.92%	56.85%	51.00%	51.00%		
Managers & leadership ¹⁵						GRI 405-1	
Women	47.07%	47.10%	45.83%	49.00%	49.00%		
Men	57.87%	52.90%	54.17%	57.00%	56.00%		
Non-Managers						GRI 405-1	
Women	41.48%	41.32%	42.42%	42.00%	44.00%		
Men	58.52%	58.68%	57.58%	58.00%	56.00%		
Women in manager+ roles at CSCs (%) ²⁶	48.04%	45.58%	43.17%	47.00%	--		
Corporate workforce racial/ethnic representation ²⁵	Social / Inclusion & Belonging, page 20					GRI 405-1	
White	49.22%	48.85%	48.79%	53.00%	55.00%		
Hispanic	16.24%	15.89%	15.26%	14.00%	13.00%		
Black/African American	22.10%	20.96%	18.32%	10.00%	11.00%		
Native Hawaiian/Pacific Islander	0.28%	0.42%	0.29%	0.24%	0.18%		
Asian	2.25%	2.15%	2.17%	2.00%	3.00%		
American Indian/Alaskan Native	0.51%	0.45%	0.19%	0.30%	0.24%		
Doesn't Specify/Two or More Races	9.41%	11.27%	14.79%	20.00%	18.00%	GRI 405-1	

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
social							
inclusion & belonging							
Managers & leadership ²⁶							
White	64.43%	64.52%	67.89%	72.00%	74.00%		
Hispanic	11.06%	10.75%	10.05%	8.00%	10.00%		
Black/African American	12.58%	13.55%	12.50%	5.00%	6.00%		
Native Hawaiian/Pacific Islander	0.43%	0.00%	0.00%	0.00%	0.00%		
Asian	1.52%	1.51%	1.47%	4.00%	3.00%		
American Indian/Alaskan Native	0.00%	0.00%	0.25%	0.00%	0.00%		
Doesn't Specify/Two or More Races	9.98%	9.68%	7.84%	11.00%	7.00%	GRI 405-1	
Non-managers ²⁶							
White	47.21%	46.48%	45.93%	50.00%	52.00%		
Hispanic	16.92%	16.67%	16.04%	15.00%	13.00%		
Black/African American	23.36%	22.08%	19.19%	11.00%	12.00%		
Native Hawaiian/Pacific Islander	0.26%	0.49%	0.33%	0.28%	0.20%		
Asian	2.35%	2.25%	2.27%	2.00%	2.00%		
American Indian/Alaskan Native	0.57%	0.52%	0.18%	0.35%	0.35%		
Doesn't Specify/Two or More Races	9.33%	11.51%	15.82%	21.00%	20.00%	GRI 405-1	
Veteran status (%) ²⁷	1.94%	1.40%	--	--	--		
Underrepresented minorities at CSCs (%) ²⁵	21.47%	23.36%	23.01%	16.00%	--		
Team Member Resource Groups (TMRGs) (#)	3	3	2	--	--		
Team Member Resource Group (TMRG) members (#)	83	87	75	--	--		

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
social							
health & safety							
Approach to health and safety	Social / Health & Safety, page 21					GRI 3-3	
Approach to engaging with suppliers on worker health and safety	Planet Fitness Global Vendor Code of Conduct Planet Fitness Human Rights Policy					GRI 403-4	
Team member training on health and safety	Social / Health & Safety, page 21					GRI 403-5	
Facilities inspected for safety (%)	100%	100%	100%	100%	--		SV-LF-250a.2
Facilities that failed inspection (%)	0%	0%	0%	0%	--		SV-LF-250a.2
Customer fatality rate ²⁸	0.000001	0	0	0	--		SV-LF-250a.1
Customer injury rate ²⁸	0.000665	0.000511	0.000505	0.000128	--		SV-LF-250a.1
Total recordable incident rate (TRIR) ²⁹	1.97	2.34	0.56	0.6	--	GRI 403-9, 403-10	SV-LF-320a.1

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
environmental							
energy & emissions							
Approach to energy and emissions management	Environment / Energy & GHG Emissions, page 24 Planet Fitness Environmental Policy					GRI 3-3	
Total operational energy use (kBtu) ⁷	434,788,570	390,162,466	368,963,956	195,104,935	125,730,372	GRI 302-1	SV-LF-130a.1
CSCs	4,874,022	4,889,535	4,297,163	3,821,868	3,788,630		
Corporate clubs	429,914,548	385,272,931	364,666,793	191,283,067	121,941,742		
Percentage grid electricity	79.14%	78.80%	74.00%	59.05%	62.81%		SV-LF-130a.1
Percentage renewable	1.16%	0.97%	0.61%	0.79%	0.00%		SV-LF-130a.1
Normalized operational energy use (kBtu/square foot) ⁸	77	75	92	95	63	GRI 302-3	
CSCs	61	59	60	53	54		
Corporate clubs	78	75	94	97	63		
Franchise club energy use (kBtu) ³⁰	4,210,601,126	3,723,452,618	4,149,868,187	--	--		
High-efficiency LED lighting systems installed system wide (%) ³¹	89%	85%	80%	--	--		
CSCs	95%	95%	95%	100%	100%		
Franchise clubs	88%	79%	68%	--	--		
Save Energy HVAC systems installed system wide (%)	28%	21%	--	--	--		
CSCs	100%	50%	--	--	--		
Franchise clubs	20%	20%	--	--	--		

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
environmental							
energy & emissions							
Operational GHG emissions by scope (MT CO ₂ e, MBM) ⁷	441,434	36,086	32,437	15,179	9,955		
Scope 1	4,868	4,506	5,253	4,314	2,529	GRI 305-1	
CSCs	41	38	34	26	25		
Corporate clubs	4,827	4,469	5,220	4,287	2,503		
Scope 2 (MBM)	32,549	31,580	27,184	10,865	7,426	GRI 305-2	
CSCs	310	317	260	235	217		
Corporate clubs	32,239	31,263	26,924	10,630	7,210		
Normalized operational GHG emissions (MT CO ₂ e/square feet, MBM) ⁸	0.0067	0.0070	0.0069	0.0076	0.0051	GRI 305-4	
Operational GHG emissions by scope (MT CO ₂ e, (location-based method (LBM)) ⁷	413,891	35,338	32,307	15,266	10,744		
Scope 2 (LBM)	32,894	30,832	27,054	10,953	8,216	GRI 305-2	
CSCs	309	314	260	235	233		
Corporate clubs	32,585	30,518	26,794	10,718	7,983		
Scope 3 GHG emissions (MT CO ₂ e, MBM) ^{18,32}	470,366	424,765	--	--	--	GRI 305-3	
Capital goods	21,719	23,030	--	--	--		
Purchased goods & services	21,276	15,817	--	--	--		
Fuel impacts	10,460	9,213	--	--	--		
Employee commuting	4,299	8,233	--	--	--		
Waste generated in operations	6,036	7,614	--	--	--		
Business travel	2,575	2,955	--	--	--		
Franchise clubs ³⁰	404,002	357,903	345,934	--	--	GRI 305-3	

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
environmental							
water							
Approach to water management	Environment / Water, page 26 Planet Fitness Environmental Policy					GRI 3-3, GRI 303-1	
Total operational water use (gallons) ⁷	139,995,526	121,061,436	87,402,755	34,840,232	26,815,600	GRI 303-3	
CSCs	553,999	577,671	517,734	377,373	403,600		
Corporate clubs	139,441,527	120,483,765	86,885,021	34,462,859	26,412,000		
Normalized operational water use (gallons/square foot) ⁸	25	23	20	17	14		
Franchise club water use (gallons) ³⁰	1,201,130,485	1,023,422,279	1,154,183,957	--	--		
Low-flow shower heads installed system wide (%)	30%	--	--	--	--		
Corporate clubs	95%	95%	95%	100%	100%		
Clubs with flush-o-meters system wide (%)	95%	95%	95%	--	--		
Corporate clubs	95%	95%	95%	100%	100%		

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
environmental							
waste & recycling							
Approach to waste management	Environment / Waste & Recycling, page 27 Planet Fitness Environmental Policy					GRI 3-3, GRI 306-1, 306-2	
Total operational waste (tons) ⁷	12,517	14,129	14,159	7,744	6,465	GRI 306-3	
Landfill	10,095	12,940	13,059	6,623	5,525	GRI 306-5	
CSCs	60	62	52	52	39		
Corporate clubs	10,035	12,878	13,006	7,686	5,486		
Recycling	2,422	1,172	1,100	1,122	939	GRI 306-4	
CSCs	18	18	6	6	43		
Corporate clubs	2,404	1,154	1,094	1,116	896		
Normalized operational waste footprint (tons/square foot) ⁸	0.0022	0.0027	0.0036	0.0039	0.0033		
Water refill stations available in systemwide clubs (%)	88%	85%	--	--	--		
Corporate clubs	95%	90%	75%	--	--		
Franchise clubs	80%	80%	--	--	--		
sustainable sourcing							
Approach to sustainable sourcing	Environment / Sustainable Sourcing, page 28 Planet Fitness Environmental Policy					GRI 3-3	
Approach to engaging suppliers on environmental factors	Environment / Sustainable Sourcing, page 28 Planet Fitness Environmental Policy					GRI 308-1	
All materials with an environmental feature (%) ⁹	45%	45%	47%	37%	37%		
Cleaning supplies	51%	51%	26%	28%	--		
Paper products	75%	82%	75%	51%	65%		
Equipment diverted from landfill (%)	100%	100%	100%	100%	100%		

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
governance							
corporate governance & ESG oversight							
Approach to corporate governance	Governance / Corporate Governance & ESG Oversight, pages 30-31					GRI 3-3	
Governance structure and composition	2025 Proxy Statement, pages 18-23					GRI 2-9	
Nomination and selection of the highest governance body	2025 Proxy Statement, pages 24-25					GRI 2-10	
Chair of the highest governance body	2025 Proxy Statement, page 19					GRI 2-11	
Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement, page 23					GRI 2-12	
Delegation of responsibility for managing impacts	Governance / Corporate Governance & ESG Oversight, page 31					GRI 2-13	
Role of the highest governance body in sustainability reporting	Governance / Corporate Governance & ESG Oversight, page 31					GRI 2-14	
Evaluation of the performance of the highest governance body	2025 Proxy Statement, page 18					GRI 2-18	
Collective knowledge of the highest governance body	2025 Proxy Statement, pages 16, 19					GRI 2-17	
Board of Directors — tenure ⁹	Governance / Corporate Governance & ESG Oversight, page 30 2025 Proxy Statement, page 16						
0-4 years	37.5%	42.9%	37.5%	--	--		
5-9 years	50.0%	42.9%	37.5%	--	--		
10+ years	12.5%					14.3%	25.0%
Board of Directors — age ⁹	Governance / Corporate Governance & ESG Oversight, page 30 2025 Proxy Statement, pages 7-16					GRI 405-1	
55-60 years	37.5%	28.6%	37.5%	--	--		
61-65 years	37.5%	42.9%	37.5%	--	--		
66-70 years	25.0%	28.6%	25.0%	--	--		
Board of Directors — racial/ethnic representation ⁹	Governance / Corporate Governance & ESG Oversight, page 30 2025 Proxy Statement, page 16					GRI 405-1	
Asian	12.5%	14.3%	12.5%	--	--		
Black/African American	12.5%	14.3%	12.5%	--	--		
White	62.5%	57.1%	75.0%	75.0%	--		
Undisclosed	12.5%	14.3%	--	--	--		

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
governance							
corporate governance & ESG oversight							
Board of Directors — gender representation ¹⁹	Governance / Corporate Governance & ESG Oversight, page 30 2025 Proxy Statement, page 16					GRI 405-1	
Female	50.0%	42.9%	37.5%	25.0%	--		
Male	37.5%	42.9%	62.5%	75.0%	--		
Undisclosed	12.5%	14.3%	--	--	--		
Remuneration policies	2025 Proxy Statement, page 29					GRI 2-19	
Process to determine remuneration	2025 Proxy Statement, pages 30-62					GRI 2-20	
CEO pay ratio	575:1	12:01	262:1	313:1	137:1	GRI 2-21	
business ethics & compliance							
Approach to business ethics and human rights	Governance / Business Ethics & Compliance, page 32 Planet Fitness Human Rights Policy					GRI 3-3	
Conflicts of interest	Governance / Business Ethics & Compliance, page 32 Code of Ethics for Senior Financial Officials, pages 2-3					GRI 2-15	
Policy commitments	Governance / Business Ethics & Compliance, page 32 Planet Fitness Policies Planet Fitness Human Rights Policy Planet Fitness Environmental Policy					GRI 2-23	
Embedding policy commitments	Governance / Business Ethics & Compliance, page 32					GRI 2-24	

ESG Performance Metrics Table

Metric	FY24	FY23	FY22	FY21	FY20	GRI	SASB
governance							
business ethics & compliance							
Compliance with laws and regulations	Introduction / Our ESG Strategy, page 6 Environment / Approach to Environmental Management, page 23 Governance / Business Ethics & Compliance, page 32 Governance / Data Security & Privacy, page 33 <i>2024 Annual Report, pages 14-15</i> <i>Planet Fitness Human Rights Policy</i> <i>Planet Fitness Environmental Policy</i>					GRI 2-27	
Completion rate for annual ethics & compliance trainings	100%	100%	100%	100%	--	GRI 412-2	
Mechanisms for seeking advice and raising concerns	Governance / Business Ethics & Compliance, page 32					GRI 2-26	
Communication and training about anti-corruption policies and procedures	Governance / Business Ethics & Compliance, page 32					GRI 205-2	
data security & privacy							
Approach to data security and privacy	Governance / Data Security & Privacy, page 33 <i>Privacy Policy</i>					GRI 3-3	

GHG Emissions Categories

Planet Fitness GHG Emissions

Scope 1		Scope 2		Scope 3	
OPERATIONAL EMISSIONS				UPSTREAM ACTIVITIES	DOWNSTREAM ACTIVITIES
Direct emissions from fuels and refrigerants used in Planet Fitness CSCs and corporate clubs.		Indirect emissions from energy and electricity purchased for Planet Fitness CSCs and corporate clubs, including clean energy sources.		<p>Capital goods: Emissions from the production of Planet Fitness capital goods, such as buildings and equipment.</p> <p>Fuel impacts: Emissions from the production of fuels and energy purchased and consumed by Planet Fitness, not included in Scope 1 or Scope 2.</p> <p>Purchased goods & services: Emissions from the production of purchased goods and services.</p> <p>Waste generated in operations: Emissions from the treatment and disposal of waste generated from Planet Fitness operations.</p>	<p>Business travel: Emissions from business travel by Planet Fitness corporate employees on behalf of the company.</p> <p>Employee commuting: Emissions from Planet Fitness corporate employees commuting to and from work.</p> <p>Franchise: Emissions from our franchise operations (e.g., franchisee Scope 1 and Scope 2 emissions).</p>



Additional Resources

GENERAL DISCLOSURES

- [About Planet Fitness](#)
- [Planet Fitness Newsroom](#)
- [PF Purpose](#)
- [2023 ESG Report](#)
- [2022 ESG Report](#)
- [Investor Relations](#)
- [2025 Proxy Statement](#)
- [2024 Annual Report](#)

MEMBERSHIP ASSOCIATIONS

- [Health & Fitness Association](#)
- [International Franchise Association](#)

SOCIAL

- [Planet Fitness Blog](#)
- [Planet Fitness Mobile App](#)
- [PE@PF](#)
- [Planet Fitness Inspires Nearly 3 Million High School Students To Prioritize Their Health With Annual High School Summer Pass™ Program](#)
- [Planet Fitness Donates More Than \\$10 Million Since 2016 To Boys & Girls Clubs of America To Advance Youth Wellbeing](#)
- [Planet Fitness Supports Local Communities With Annual ‘Flexing For Good’ Volunteer Initiative](#)
- [Planet Fitness Opens Its Doors In Select Locations For Those Impacted By Hurricane Helene](#)
- [Planet Fitness Awards \\$250,000 In Scholarship To 50 Boys & Girls Club of America Teens In Support Of Its Judgement Free Generation® Initiative](#)

ENVIRONMENTAL

- [Planet Fitness Environmental Policy](#)

GOVERNANCE

- [Corporate Governance Guidelines](#)
- [Code of Ethics for Senior Executive and Financial Officers](#)
- [Planet Fitness Policies](#)
- [Planet Fitness Human Rights Policy](#)
- [Privacy Policy](#)



Endnotes

- 1
- [University of Georgia, “75% of teens aren’t getting recommended daily exercise.”](#)
- 2
- Total contribution includes corporate monetary contributions and funds raised from members, team members, franchisees, and vendors.
- 3
- As of December 31, 2024.
- 4
- Total corporate team members across Planet Fitness Corporate Support Centers (CSCs) and corporate-owned club locations as of December 31, 2024.
- 5
- The term “material” and variations thereof refer to materiality in the context of ESG strategies, activities, progress and reporting, and are different than the concept of materiality used in securities or other applicable law. Issues deemed to be material topics for purposes of this report may not be considered material for purposes of federal securities laws.
- 6
- Program participants receive a free classic card membership for the duration of the program.
- 7
- “Operational” in the context of our environmental data refers to environmental impacts generated by activities at facilities that are within Planet Fitness’ operational control, including our CSCs and corporate-owned clubs.
- 8
- We normalize our operational environmental data to understand our footprint in context with corporate club and CSC growth; we use square footage to normalize because it is the best predictor of energy use, emissions, water use, and waste.
- 9
- Reflects purchasing data for the roughly 45% of our system who contract with vendors who provide reporting on supplies with environmental features. Data represents the percentage of total reported spend.
- 10
- As reported in our [2024 Form 10-K](#).
- 11
- As defined by the U.S. Federal Reserve Board, a low-income area is one in which there is a median family income of less than 50% of the area median income.
- 12
- June 1, 2024-August 31, 2024.
- 13
- Based on a U.S. survey of HSSP participants and their parents; conducted by Planet Fitness July 18-August 5, 2024.

- 14
- Workforce representation metrics are based on self-reported data. Due to rounding and exclusion of employees who do not self-identify, numbers presented may not reflect exact totals.
- 15
- Includes all CSC team members in manager+ roles and all corporate club managers.
- 16
- [Forbes, “World Records Hottest Day Ever—Here Are The U.S. Cities Breaking Heat Records This Summer.” July 23, 2024.](#)
- 17
- Due to rounding, numbers presented may not reflect exact totals.
- 18
- As with most businesses, Scope 3 emissions constitute the majority of the Planet Fitness’ carbon footprint. Franchise emissions, which represent the largest share of Planet Fitness’ Scope 3 footprint, are calculated using the same methodology as Scope 1 and 2 emissions for corporate clubs. This approach accounts for energy consumption and applies relevant emission factors in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.
- 19
- Reflects Planet Fitness, Inc. Board of Directors composition as of March 26, 2025.
- 20
- We selected metrics from the SASB Leisure Facilities industry standards that reflect topics directly applicable to our business and stakeholders. For some topics, we do not report on all accounting metrics based on relevancy to our business and our current disclosures.
- 21
- Each italicized response references an external document or resource relevant for this reporting year.
- 22
- In past ESG Reports, we counted our presence in Puerto Rico as a distinct country. Given Puerto Rico’s status as a U.S. territory, we have restated past year values to reflect this.
- 23
- Underrepresented minorities include Hispanic, Black/African American, Native Hawaiian/Pacific Islander, Asian, American Indian/Alaska Native, or two or more races.
- 24
- Reflects total number of individuals trained during the reporting period.
- 25
- Data is representative of what Planet Fitness reports to the Office of Equal Opportunity in our annual EEO-1 filing. Workforce representation metrics are based on self-reported data. Due to rounding and exclusion of employees who do not self-identify, numbers presented may not reflect exact totals. Includes all team members at our CSCs and our corporate-owned clubs who self-identified.

- 26
- Data is representative of what Planet Fitness reports to the Office of Equal Opportunity in our annual EEO-1 filing. Workforce representation metrics are based on self-reported data. Due to rounding and exclusion of employees who do not self-identify, numbers presented may not reflect exact totals. Includes all CSC team members in manager+ roles and all corporate club managers who self-identified.
- 27
- Reflects percentage of total U.S. corporate workforce that self-identified as a military veteran.
- 28
- Customer fatality and injury rates calculated as: statistic count/million customers.
- 29
- Incident rate calculated as: (number of injuries and illnesses x 200,000)/employee hours worked. Upon review of our year-over-year data, we found some inaccuracies in our past year reporting and have restated with correct information here.
- 30
- We extrapolated emissions as well as energy and water consumption for more than 2,000 franchises based on available data for >250 franchises using a regression analysis and average energy use intensity.
- 31
- High-efficiency LED lighting systems installed (%) values for franchisee clubs in 2023 and 2022 have been updated based on improved data accuracy and more comprehensive estimations.
- 32
- Scope 3 calculations adhered to the internationally recognized GHG Protocol Corporate Accounting and Reporting Standard, the leading framework for corporate GHG accounting. This standard provides specific methodological guidelines for each Scope 3 category. When Planet Fitness provided actual data (e.g., paper tonnage, waste tonnage, energy consumption), appropriate emission factors were applied to calculate the associated emissions. For the remaining data, which was provided as spend-based values, corresponding emission factors from the EPA’s Environmentally-Extended Input-Output (EEIO) Emissions Factor Database were used.