

FITNESS & WELLBEING WITHIN REACH





2025 ESG Report

ABOUT THIS REPORT

The 2025 Planet Fitness ESG Report covers our global ESG strategies, activities, progress, metrics, and performance for fiscal year 2025 (January 1, 2025 — December 31, 2025) unless otherwise noted. The disclosures in this report provide updates on key ESG topics and are informed by stakeholder feedback, annual benchmarking of industry peers, and relevant international reporting standards and frameworks.

This report has been prepared following the guidance from the International Financial Reporting Standards (IFRS) Foundation’s Sustainability Accounting Standards Board (SASB) standards for the Leisure Facilities industry and with reference to the Global Reporting Initiative (GRI) Standards. A data table detailing key ESG performance metrics mapped to relevant GRI and SASB indicators can be found in the [Appendix](#). We also publish separate climate-related disclosures in our [2025 Climate Resilience Summary Report](#).

INDEPENDENCE LIMITED ASSURANCE

We engaged an external third party to perform an independent limited assurance review on our 2025 Scope 1 and Scope 2 greenhouse gas (GHG) emissions data included in this report. The external third-party report can be found on our [website](#).

FORWARD-LOOKING STATEMENTS

This Report contains “forward-looking statements” within the meaning of the federal securities laws, which involve risks and uncertainties. These forward-looking statements are based on Planet Fitness, Inc. (the “Company”) management’s current assumptions and expectations, including statements regarding our sustainability and social impact programs, and other business plans, initiatives, and objectives. Forward-looking statements can be identified by words such as “may,” “will,” “should,” “expects,” “can,” “plans,” “aims,” “anticipates,” “believes,” “intends,” “estimates,” “strives,” “seeks,” and similar references to future periods, events or expectations that are not historical fact, although not all forward-looking statements include these identifying words. We undertake no obligation to publicly update or revise these statements, whether as a result of new information, future events, or otherwise, except as required by law. The forward-looking statements speak only as of the date of this Report, and undue reliance should not be placed on these statements. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict and many of which are outside of the Company’s control. Forward-looking statements are not guarantees of future performance, and actual results and the timing of events could differ materially from those anticipated due to risks and uncertainties, which include, without limitation: competition in the fitness industry, the Company’s and franchisees’ ability to attract and retain members, the Company’s and franchisees’ ability to identify and secure suitable sites for new franchise clubs, changes in consumer demand, changes in equipment costs, the Company’s ability to expand into new markets domestically and internationally, operating costs for the Company and franchisees generally, availability and cost of capital for franchisees, acquisition activity, developments and changes in laws and regulations, our substantial increased indebtedness as a result of our refinancing and securitization transactions and our ability to incur additional indebtedness or refinance that indebtedness in the future, our future financial performance and our ability to pay principal and interest on our indebtedness, our corporate structure and tax receivable agreements, failures, interruptions or security breaches of the Company’s information systems or technology, general economic conditions and other risk factors discussed in our U.S. Securities and Exchange Commission filings, including in our most recent Annual Report on Form 10-K and in our subsequent Quarterly Reports on Form 10-Q, which can be found on the Investor Relations page of the Company’s website at [investor.planetfitness.com](#).

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LETTER FROM OUR CEO

Planet Fitness is a business rooted in a Purpose to create a more connected and Judgement Free™ planet where fitness and wellbeing are within reach for all. I am proud of the progress we have made, as a team and in partnership with our franchisees, to further our Purpose and introduce more people to the physical and mental health benefits of fitness and movement.

For many people, the biggest barrier to the gym is the fear of walking through the front door. At Planet Fitness, we strive to make that first step easier by providing a welcoming and non-intimidating environment that makes fitness and wellbeing more accessible and open to everyone.

In 2025, our Purpose continued to guide how we served our members, supported our communities, and advanced our business. Globally, we met our approximately 21 million^{1,2} members where they are by offering a high-value, convenient experience that supports their individual goals and aspirations. We worked every day to provide an accessible, inclusive, no ‘gymtimidation’ environment, while continuing to evolve our offering to ensure we are inspiring everyone at all fitness levels.

Our Purpose extends beyond our club walls and into the communities we serve. I am inspired by our dedicated team members and franchisees who model our Judgement Free™ values every day. I saw this firsthand at the start of 2025 as our franchisees and team members came together to support our members and the local community during the devastating Los Angeles area wildfires. We opened our clubs to Los Angelenos to ensure those impacted had a safe place to rest and recharge, offered free memberships to firefighters in the Greater Los Angeles area, and donated \$100,000 to the California Fire Foundation to support relief efforts. These moments reflect the heart of our franchise system, where local leaders support local needs.

The people behind Planet Fitness are what make this impact possible, bringing our Judgement Free™ values to life for members every day. At our Club Support Center and across our corporate clubs, we fostered an environment where all team members feel welcomed, inspired, and supported so they can thrive throughout their careers at Planet Fitness confidently. We continued to encourage our team members to give back

by providing resources and time off for volunteering. In 2025, more than 900 team members from nearly 700 clubs across the U.S. and Canada took part in our Flexing for Good™ team member volunteer initiative, contributing over 1,300 hours of service and supporting nearly 200 local organizations.

We know how important it is for younger generations to start their relationship with fitness on a positive note. In 2025, we again offered our High School Summer Pass® (HSSP) program, providing free club access during the summer months to more than 3.7 million teens – our highest participation in program history.³ Since 2019, we have invested more than \$468M in fully waived membership dues through HSSP, helping to support the physical and emotional health of millions of teens,⁴ with 78% of this year’s participants reporting feeling more confident since joining. Families benefited too, with 76% of participants’ parents reporting that their teens working out during the summer inspired others in their family to get more physically active.⁵

This year also marked an important milestone in our longstanding commitment to youth and community wellbeing: the 10-year anniversary of our partnership with Boys & Girls Clubs of America (BGCA). Through our Judgement Free Generation® initiative, we have invested more than \$12 million in BGCA over the last decade.⁶ Together with our dedicated franchisees, members, and team members, we have helped build over 50 mini Judgement Free Zone® fitness spaces, granted more than 300 academic scholarships, and supported over 500,000 youth annually through fitness activations and more. In 2025, we awarded \$250,000 in scholarships to high school seniors who promote our Judgement Free™ values within their communities, bringing our total contributions to nearly \$2 million since the scholarship program began in 2017.

As we grow, we are focused on operating responsibly and preparing our business for the future. In 2025, we further enhanced our climate-related disclosures by publishing our first-ever Climate Resilience Report. Additionally, we engaged an independent third party to conduct a refreshed materiality assessment to ensure our ESG strategy reflects the topics most relevant to Planet Fitness’ business, stakeholders, and long-term success.

Looking ahead, we will continue to strengthen the Planet Fitness brand by expanding access to fitness and wellbeing to new global markets, deepening member engagement, and supporting the communities we serve. Together with our passionate team members and franchisees, we remain committed to delivering stakeholder value while helping anyone and everyone feel welcome, supported, and ready to take their next step toward fitness and wellbeing.

COLLEEN KEATING



ABOUT PLANET FITNESS

At Planet Fitness, we are dedicated to building the largest, most inspiring fitness community where all members are proud to belong — helping millions of people worldwide grow stronger together. As a leader in our industry, with more members than any other fitness brand, we are uniquely able to deliver on our mission to enhance people’s lives by providing a high-quality fitness experience in a welcoming, non-intimidating environment.

In 2025, we celebrated ten years as a publicly-traded company, representing a decade of tremendous growth and making a difference in our members’ lives — and we are just getting started. As we look ahead to the next ten years and beyond, we remain committed to our Purpose of creating a more connected and Judgement Free™ planet where fitness and wellbeing are within reach for all, while also optimizing and modernizing our approach to meet shifting member demands.

More than ever before, younger generations are prioritizing fitness and wellbeing. We are uniquely positioned to meet that demand with our high-value equipment and amenities, enhanced strength offerings, and growing domestic and international footprint.

Our members are at the center of everything we do. As we continue to evolve and grow, we will always stay true to our Judgement Free™ values and our commitment to providing a high-value, accessible experience for all.

“At Planet Fitness, our Purpose comes to life through our people. Our team members and franchisees are united in a shared passion for improving our members’ lives through a welcoming environment that offers support and a sense of belonging from the moment they walk through our doors.

That passion and commitment is central to our culture – one that inspires and motivates our team members to live our values and win as one team. From their first day at Planet Fitness, we work to ensure every team member feels connected to our Purpose and proud to be part of the Planet Fitness brand. This was reflected in our recent Engagement Survey, where we received a score of 81 on the statement, ‘I am inspired by the purpose and mission for Planet Fitness.’⁷ Our new People Principles platform builds on this foundation by providing clear and consistent expectations for team members and franchisees to ensure we are providing an uplifting member experience.

As we look to the future, we will continue to deliver an inclusive club experience that welcomes and champions our members of all fitness levels.



PEOPLE PRINCIPLES

- P Put People First**
Attract great talent and build a culture people choose to join, stay, and grow with.
- L Lead with Excellence & Own the Outcome**
Do your best work and take accountability for results — quality, speed, and follow-through.
- A Anticipate and Act**
Think ahead, connect the dots, and make data-informed decisions that drive future success.
- N Navigate with Business Integrity**
Connect day-to-day decisions to long-term value and communicate with purpose.
- E Embrace Change. Adapt Fast. Win Faster**
Stay curious, adapt quickly, and continuously improve to keep the business moving forward.
- T Together We Work, Thrive, and Win**
Collaborate across teams, share ownership, and put collective success first.

➤ 2025 FINANCIAL & OPERATIONAL HIGHLIGHTS¹

\$5.3 BILLION
in systemwide sales

\$1.3 BILLION
in annual revenue

20.8 MILLION
members²

2,896
clubs

2,604 franchise | **292** corporate

33
years of operation

4,393
team members⁸

6
countries

OUR ESG STRATEGY

Our Purpose and brand promise are core to our corporate strategy and guide the decisions we make across the company. This includes our approach to proactively managing the environmental, social, and governance (ESG) risks and opportunities most likely to influence our long-term business success.

Our ESG strategy focuses on the value we create for all stakeholders — from members, team members, and franchisees to shareholders, communities, the planet, and partners. By keeping stakeholders at the forefront, we believe we can advance our Purpose while strengthening business performance.

“ Our ESG strategy reflects our belief that operating responsibly and keeping our stakeholders at the center of our decisions helps us build a stronger, more resilient business. By thoughtfully managing the risks, opportunities, and impacts most relevant to Planet Fitness, we work to create long-term value for our members, team members, franchisees, shareholders, and the communities we serve. Our commitment to annual reporting and strong data governance supports continuous improvement as our ESG efforts evolve. ”



DANIELLE WOOD,
DIRECTOR, ESG AND SOCIAL IMPACT

OUR STRATEGIC IMPERATIVES

Evolve and modernize the planet fitness brand

Accelerate new club growth globally by driving topline growth and optimizing club formats

Enhance the member experience to foster brand loyalty and growth

Refine club floor plans and amenities to enhance franchise returns

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, convenient 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 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.

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

Our approach to ESG is grounded in year-round dialogue with key internal and external stakeholders, including members, investors, franchisees, suppliers, team members, community members, and policymakers. Their feedback helps shape our ESG strategy and ensures our priority areas reflect evolving expectations.

In addition to our ongoing engagement efforts, we periodically undertake more formal assessments to ensure we understand stakeholder perceptions and priorities related to the nonfinancial issues most material to our long-term business performance.⁹ In 2025, we engaged an independent third party to conduct a refreshed materiality assessment to further calibrate our ESG strategy. Drawing on industry research and direct input from franchisees, industry associations, corporate team members, and the executive leadership team through interviews and surveys, the assessment prioritized 10 material topics most critical to Planet Fitness’ business success.

Beyond direct engagement, we continuously monitor emerging ESG issues and the regulatory landscape to anticipate and comply with new requirements. This ensures we are best positioned to meet or exceed legal requirements in the jurisdictions where we operate today and where we expect to expand in the future.

HIGHEST PRIORITY MATERIAL TOPICS

- Access to Fitness
- Climate Resilience
- Corporate Governance
- Data Privacy & Cybersecurity
- Ethical Business Practices & Compliance
- Health, Safety & Quality
- Inclusion & Belonging
- Member Experience & Satisfaction
- Water Management
- Workplace Engagement, Opportunity & Wellbeing

➤ KEY ESG-RELATED ENGAGEMENT IN 2025

OUR STAKEHOLDERS	KEY ESG-RELATED ENGAGEMENT TOPICS	ENGAGEMENT CHANNELS
MEMBERS	Accessible and inclusive fitness, business ethics, data privacy and cybersecurity, health and safety, Judgement Free™ values	In-person interaction with trainers and club team members, marketing and social communications, PF app, website, policies and procedures, in-club signage
TEAM MEMBERS	Community engagement, workplace culture and opportunity, inclusion and belonging, health and wellbeing, Judgement Free™ values, environmental sustainability, data privacy and cybersecurity	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 privacy and cybersecurity, 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	Risk management and board oversight, data privacy and cybersecurity, ESG governance, human capital management, environmental management strategy	Earnings calls, investor meetings and engagement calls, conferences, annual filings, press releases, website
COMMUNITY MEMBERS	Fitness and wellbeing, Judgement Free™ values, inclusion and belonging, environmental sustainability	Nonprofit sponsorships, organizational partnerships, scholarships, community grants, volunteer opportunities, media, website
VENDORS	Business ethics, health and safety, human rights, environmental management, inclusion and belonging	Request for proposal (RFP) responses, supplier interactions, Vendor Code of Conduct and other policies
POLICYMAKERS	Community engagement, accessible and inclusive fitness	Global, federal, state, and local policy engagement

2025 HIGHLIGHTS

SOCIAL		ENVIRONMENT		GOVERNANCE	
\$12 MILLION+ contributed to BGCA since 2016 ⁶	937,000+ Planet Fitness University (PFU) course completions across 40,000+ team member users	100% of equipment donated, recycled, or resold	11% decrease in total normalized operational GHG emissions since 2019 ^{11,12}	100% of systemwide clubs implemented Listen360 for reporting concerns	100% of team members completed annual ethics & compliance training
\$168 MILLION+ invested to promote youth health and wellness through High School Summer Pass ^{®10}		95% of systemwide clubs outfitted with energy-saving LED lighting	52% of cleaning supplies have an environmental feature ¹³		

AWARDS & RECOGNITION					
ENTREPRENEUR Fastest-Growing Franchises		FRANCHISE TIMES Top 400		ATHLETECH NEWS The Most Innovative Fitness & Wellness Companies of 2025	
FRANCHISE BUSINESS REVIEW Top 200 Franchises for 2025		NEWSWEEK America's Most Responsible Companies 2025		NEWSWEEK America's Greatest Workplaces 2025	
NEWSWEEK America's Most Responsible Companies 2025		NEWSWEEK America's Greatest Workplaces 2025		FORTUNE 100 Fastest-Growing Companies	

planet fitness®

SOCIAL

Our Purpose is driven by and for people — our members, our franchisees, our team members, and our communities. We are committed to creating a more Judgement Free™ planet, where fitness and wellbeing are within reach for all. Through our focus on accessibility, belonging, and our shared values, we are building a strong and empowered Planet Fitness community, both within and beyond our club walls. Our high-value fitness offering and inclusive approach reinforce that strength takes many forms, and that every member deserves to feel seen, supported, and motivated on their journey.



ACCESS TO FITNESS

Everyone can get strong at Planet Fitness. We offer high-value fitness, inclusive clubs, and digital tools designed to meet people where they are, and are committed to delivering consistent, high-quality experiences for members at every fitness level.

A FITNESS EXPERIENCE BUILT ON ACCESSIBILITY AND EMPOWERMENT

The Planet Fitness community is defined by the way our members uplift each other at every step of their fitness journey — it's not about perfection, but persistence.

We live our values every day — showcasing to members that no matter where you are starting from, You Belong® at Planet Fitness.



We offer a convenient, high-value membership that gives every member access to our community — at any time. With the majority of our clubs open 24/7, we make it easy for anyone to get in a workout at one of our locations, while also providing free on-site training that can support a variety of needs.

Beyond meeting our members' functional needs of convenience and value, we are also steadfast in our commitment to being Judgement Free™ — providing a non-intimidating environment that welcomes individuals with a wide range of fitness goals and abilities, who are supportive, encouraging, and celebratory of their fellow members' progress.

BRINGING FITNESS TO MORE COMMUNITIES

We meet our members where they are — both in terms of their fitness level and their physical location. With our footprint of more than 2,800 clubs, we continue to grow our community of members and provide more people with access to high-value fitness, including those living in communities that may not have fitness center options.

~20.8 MILLION
members²

~22%
of locations in low-income areas¹⁴

215 MILLION
people in the U.S. live within
a 12-minute drive of a club

36%
of members are first-time gymgoers



We continue to introduce our Judgement Free™ fitness offering to more communities around the world, including 10 corporate clubs now open in Spain, providing an experience unlike others available in the country. We've brought our “no barriers” mindset to Spain with our high-value offering and our signature welcoming environment. The reception has been overwhelmingly positive, with Planet Fitness earning a net promoter score three times higher than the industry average in the region.

“As we continue to expand globally, our number one focus is delivering the same high-quality Planet Fitness experience for members across markets. With a commitment to exceptional service, cleanliness, and community as our foundation, we are building meaningful connections with members around the world. I'm especially proud of our international teams, who bring this experience to life every day and create an environment where members feel welcomed and supported throughout their journey.”



FREDRIC LUND
VP, INTERNATIONAL

SUPPORTING EVERY STAGE
IN THE WELLBEING JOURNEY

We continually evaluate our in-club offerings to ensure we meet the varying needs of our members at every stage of their fitness journey. As a leader in the fitness industry, we are constantly monitoring consumer demand to ensure we are at the forefront of what our members are looking for no matter where they are in the world. Based on the demand we’ve seen in the marketplace, we’ve evolved to offer a balanced mix of strength and cardio options that meet the ever-changing consumer needs — giving members more choice to work out how they want.

~80%
of our entire system features a format-
optimized layout or equipment offering¹

Our offerings include services to help those looking for individual support, with our on-the-floor trainers who are there to help with equipment, give workout tips, and provide free personal training, and those looking to make new connections with our group training sessions.

We also support our members in their holistic wellbeing efforts — supporting their physical strength while also supporting their overall wellness and recovery.

Through our Black Card Spa®, we have focused on adding recovery equipment across all clubs, including massage chairs and hydro massage. Looking ahead, we continue to explore opportunities to add even more recovery solutions to support our members’ total wellness.

In addition to our on-site offerings, we provide enhanced PF Perks to our Black Card members, which include total wellness deals that can complement their workout routines.



PF Cuts is a PF Black Card® amenity in Mexico, Panama, Puerto Rico, and Spain where members can get unlimited haircuts, drying and beard treatments. For many members, this is more affordable than going to a regular salon.

EQUIPMENT & CLUBS BUILT
FOR EVERY BODY

As part of our commitment to accessible fitness, we offer equipment and support in our clubs to reach a broad range of fitness needs and physical abilities. To ensure safe and proper usage, all our equipment in our clubs in Canada, Mexico, and the United States are outfitted with QR codes that direct members to workout guides and visual demonstrations in the PF app.

We continue to prioritize making accessible and adaptive equipment available in more markets by introducing additional wheelchair-accessible SciFit machines across the entire system. We also continue to explore new adaptive equipment options to enhance our offerings in the future.

In addition, all our clubs meet Americans with Disabilities Act (ADA) compliance standards, with accessibility functions like ramps, automatic doors, accessible toilets, and easy-to-navigate floor layouts.

DIGITAL TOOLS THAT MEET
EVERYONE WHERE THEY ARE

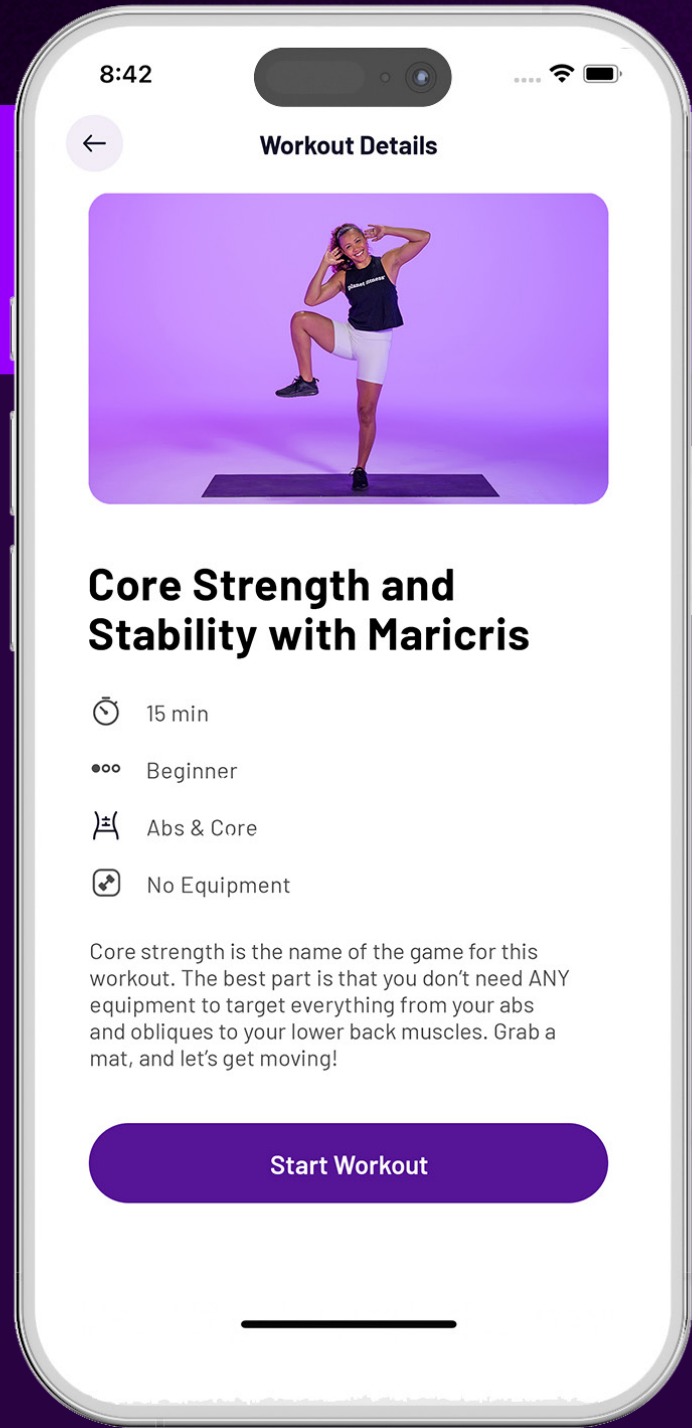
The combination of our high-quality in-club offerings with our comprehensive digital resources allows us to bring a world-class experience to all our members — anywhere, at any time.

Our digital platforms allow us to enhance our members’ and prospective members’ experience right from the start, with tools that are accessible and customizable to meet a broad range of needs.

We’ve designed the Planet Fitness app to be supportive and motivating to meet everyone’s fitness needs and individual journey — offered for free to both members and non-members. All our app users can customize their profile so they can track their progress, curate their workouts, access equipment tutorials, learn about Perks and offerings, and find helpful information on their club through tools like our Crowd Meter.

We frequently update the app and website with new features to improve the user experience. To give members more flexibility and control over their membership, we offer online cancellation and other self-service account changes via web, as well as the ability to manage their payment methods and make payments directly in the app.

Through our product development process, we focus on inclusive, accessible features that meet all our members’ needs. As part of this effort, we offer closed captioning for every video on our mobile app, as well as written workout guides that are available in English and Spanish.



22 MILLION+
PF mobile app downloads

1,200+
workout tutorials, videos
and guides available

1 MILLION+
total workouts completed
on the app

ENGAGING & INSPIRING TEENS WITH HIGH SCHOOL SUMMER PASS

In 2025, we continued our commitment to removing barriers to fitness for youth through our High School Summer Pass® (HSSP) program — offering teens aged 14-19 in Canada and the U.S. free access to Planet Fitness clubs during the summer months.¹⁵

For millions of teens, HSSP serves as a critical bridge during the months when in-school sports and physical activities are paused. By offering a welcoming space, the program gives teens opportunities to feel supported, build community, and stay motivated — empowering them to engage in fitness on their own terms.

This year’s program saw record-breaking engagement, driven by custom workout guides, increased communications about the benefits of the program, and meaningful moments to recognize youth and their families. To support first-time HSSP participants, we also introduced a dedicated checklist designed to help teens navigate the club environment and build confidence in their workout.

“The High School Summer Pass® was such a great experience for me. It gave me a reason to get out of the house, stay active, and actually feel productive during the summer. I loved having a place to go that was free, safe, and supportive — especially as a teenage girl, it felt empowering to walk into a gym and focus on me. I felt stronger, both physically and mentally, and it gave my summer more structure in a good way

– JAZMINE W., A TEEN PARTICIPANT FROM BARRIE, ONTARIO

”

HSSP BY THE NUMBERS³

\$468 MILLION+
invested in waived membership dues since 2019⁴

3.7 MILLION+
teens participated, the most since the program’s inception

19 MILLION+
workouts completed

We also continued to offer a similar program, Teen Fit Pass™, which grants free access to our clubs to 15-to-19-year-olds in Australia during their summer holiday season. As part of the program, we provided step-by-step guides for teens and free day passes for parents to increase participation. The program was supported by the Australian federal government because of the physical activity and mental wellbeing benefits the program offered.



➤ HSSP SURVEY RESULTS⁵

93%
of participants reported that the program actively helped them create sustainable health and fitness routines that extended beyond the summer months

78%
of participants reported feeling more confident since joining the program

76%
of parents reported that their teens working out inspired others in the family to get more physically active

80%
of teens saw an increase in their energy levels

COMMUNITY ENGAGEMENT

Planet Fitness operates as a global brand made up of thousands of local clubs, and we are deeply committed to strengthening the communities in which we operate through a range of initiatives, including fundraising, team member volunteerism, and partnerships that advance our Judgement Free™ values. Throughout the year, we help advance wellbeing and create positive impact where our members and team members live, work, and work out.

10 YEARS OF THE JUDGEMENT FREE GENERATION

We celebrated 10 years of partnership with Boys & Girls Clubs of America (BGCA) through the Judgement Free Generation® (JFG). The initiative, created in 2016, is committed to physical, emotional, and social wellbeing for youth and ultimately empowers teens to create stronger, kinder communities. With support from our Club Support Center (CSC), franchisees, team members and members, the partnership has grown into a national movement that provides young people with meaningful opportunities to feel supported, valued and confident.

As part of the collaboration, Planet Fitness has established more than 50 mini Judgement Free Zones® (JFZs) across the country, providing dedicated spaces for teens to be active, feel a sense of belonging, and connect with peers while building confidence in their fitness routines. The partnership

also prioritizes holistic youth development. Through Planet Fitness-funded programming, more than 1,100 Boys & Girls Club professionals have received emotional wellbeing training to better support young people who may be navigating social and emotional challenges that can impact their own wellbeing and their relationships within the community. In 2025, this included extending training to a new cohort of Club professionals in rural communities, where access to mental health resources can be limited, engaging six Boys & Girls Clubs across 15 sites and reaching more than 8,500 youth.

Planet Fitness opened several mini Judgement Free Zones® this past year, including at the Boys & Girls Clubs of Central Florida – Leesburg Club. The new space, designed to support Club teens, features high-quality cardio and strength equipment to help them stay active and build healthy habits in an encouraging, Judgement Free™ environment. The club opening also commemorated the 10-year anniversary of our partnership with BGCA.

We were also proud to continue our JFG Scholarship program in 2025, awarding \$5,000 JFG scholarships to 50 high school seniors from BGCA, contributing a total of \$250,000. Since the scholarship program began in 2017, we've awarded a total of \$1.65 million to 330 teens nationwide — recognizing high school seniors for their kindness, inclusion, and Judgement Free™ values, with 50% of 2025 recipients representing first-generation college students, and encouraging them to carry those principles forward as they enter college.

Looking ahead, we will continue to partner with BGCA to build stronger, kinder communities across the country with an enhanced focus on fitness, health, and wellbeing.



➤ JFG BY THE NUMBERS

\$12 MILLION+
contributed to BGCA since 2016^o

\$1.2 MILLION+
raised in 2025^o

CA\$50,000+
contributed to BGC Canada in 2025

500,000+
youth positively impacted annually

\$250,000
in scholarships awarded, 50 scholarships
in 2025 (330 to date)

50%
of scholarship winners represent
first-generation college students

50+
mini JFZs

NEW PARTNERSHIPS TO EXPAND IMPACT

Guided by our commitment to inclusion and community wellbeing, we introduced new partnerships that deepen our impact.

In 2025, we established a new national partnership with [BGC Canada](#), extending our support of youth development and access to safe, inclusive spaces beyond our existing, long-time partnership with BCGA. We also became the official fitness partner of [Hockey Canada](#), with a multi-year agreement that promotes accessible physical activity and inclusivity across Canadian communities. The partnership brings together two organizations with a shared mission of creating safe and welcoming spaces through fitness and movement, and includes activations with athletes to inspire fans and members to stay active.

In 2025, we continued our support of the LGBTQ+ community, launching a partnership with [CenterLink](#) during Pride to reach local LGBTQ+ community centers nationwide and further our commitment to promoting inclusive, Judgement Free™ spaces.



STANDING WITH COMMUNITIES IN TIMES OF CRISIS

We continued to support communities affected by natural disasters by offering safe, accessible spaces and essential resources to help meet immediate needs during critical moments.

During the wildfires in Los Angeles County, Planet Fitness locations opened their doors to displaced individuals and emergency personnel, offering free access to showers, locker rooms, recovery lounges and more. LA-area franchisees and the Club Support Center also contributed \$100,000 to the California Fire Foundation to support long-term relief and recovery efforts. Local Planet Fitness locations also provided free memberships to firefighters responding to the crisis.



TEAM MEMBERS MAKING A DIFFERENCE IN OUR COMMUNITIES

Each year, we encourage our team members to give back to the communities where they live and work by providing resources and dedicated time off for volunteering. We continue to expand opportunities that make it easier for team members to engage in service, including our Flexing for Good™ initiative, a month long effort that brings together CSC team members, franchisees, and club team members. Through this program, participants contributed more than 1,350 hours of service and supported nearly 200 local organizations. More than 900 team members from over 670 clubs across the U.S. and Canada took part, helping strengthen the communities we serve.

VOLUNTEERING AT PF¹⁶

1,350+ hours volunteered by PF team members

900+ team members participated in community engagement activities

200+ local organizations supported



Beyond our month-long Flexing for Good™ initiative, team members also took part in a variety of volunteer efforts throughout the year. These activities ranged from environmental stewardship to seasonal donation drives that supported children and families, reflecting the many ways our teams give back to their local communities.

During Earth Month, our CSC team members supported cleanup efforts in New Hampshire and Florida, helping maintain parks, beaches, and coastal areas in partnership with local conservation organizations such as the Seacoast Science Center, Orange Audubon Society, and Blue Ocean Society. Throughout the year, we also supported families through seasonal donation drives. Ahead of the school year, hundreds of clubs across our system collected backpacks, notebooks, and other essential supplies to help students start the year prepared. During the holiday season, our clubs hosted toy drives to support local families, gathering new, unwrapped gifts that were distributed through community partners, such as Boys & Girls Clubs.



SUPPORTING LOCAL HEROES BY GIVING BACK YEAR-ROUND

Planet Fitness continued to honor local heroes by offering resources that support health, recovery, and accessible fitness in their communities. These efforts reflect our commitment to recognizing first responders, veterans, and active-duty military members who serve every day. Franchise groups led several targeted initiatives, including donating HydroMassage and CryoLounge+ recovery units to a local fire department in St. Charles, Missouri, to help firefighters manage muscle fatigue and support post-shift recovery.

In recognition of Veterans Day, many clubs offered free access for veterans and active-duty military members.

WORKPLACE ENGAGEMENT, OPPORTUNITY & WELLBEING

Our human capital strategy is centered on building an inclusive, supportive workplace where team members feel valued, heard, and equipped to grow. In 2025, we continued to enhance career development opportunities, introduce more flexible and supportive benefits, and take steps to strengthen how we attract, retain, and reward our teams across both corporate clubs and our CSC.

THE TALENT LIFECYCLE AT PF

We support team members throughout their career journey at Planet Fitness — from their first day and throughout their progression with a four-pillar approach to engaging and developing talent:

Welcome

Talent Attraction & New Team Member Onboarding

Include

Team Member Engagement

Grow

Learning & Development

Reward

Benefits, Compensation, & Recognition



Welcome Talent Attraction & New Team Member Onboarding

We focus on attracting and retaining top talent at our CSC and in our clubs by creating a culture where team members feel welcomed and supported from day one.

When it comes to finding the best talent, we leverage online tools and platforms to reach a broad pool of prospective candidates. As part of our efforts to support those at the earlier stages of their careers, we are considering a more formal intern program in the future, as we have seen success with internships that we piloted within certain departments at our CSC.

Recruitment is just the first step in the journey. From a team member’s first day, we prioritize onboarding to ensure early success. At the club level, new team members and new club managers follow structured onboarding plans designed to introduce core responsibilities, safety expectations, and the Planet Fitness culture.

At the CSC, every hiring manager is equipped with a robust checklist to support their new hire’s first 90 days. We have also maintained our PF Peer Program, which pairs each new CSC hire with a peer from a different team to support a smooth transition into the organization. The program includes various touchpoints throughout the first few weeks of a new hire’s journey to foster ongoing connection and engagement.

In addition, all new CSC hires participate in a 60-day check-in with Human Resources, providing an opportunity to discuss how onboarding is going and identify any additional support needs early in the experience.



To similarly support new hires at our corporate clubs, in 2025, we launched a new corporate club manager onboarding guide, which added increased clarity on the role and provided a standardized framework on the responsibilities.

Include Team Member Engagement



Our team members drive our success. It is imperative that our strategy *for* our team is guided *by* our team. As such, we consistently listen to team members and incorporate their feedback.

We employ a variety of ways to make sure team members feel heard, while gaining critical insight into our workforce. These include:

- CEO Team Member Luncheons, during which team members at our New Hampshire CSC have the opportunity to connect directly with our CEO, share feedback, and build meaningful relationships
- Pulse surveys to gather ongoing feedback and inform action planning aimed at improving the team member experience. In December 2025, we conducted our first-ever club engagement survey to better understand feedback from club team members and identify opportunities for improvement.
- Quarterly town hall forums
- Online and in-person anonymous feedback channels

In addition, we continued to engage our “Pulse Responders” committee — a team member-driven group that includes representatives from across levels and functions to help identify ways to address feedback, support team members, and drive engagement across the company.

➤ KEY ENGAGEMENT SURVEY RESULTS

85 my direct manager encourages and supports my development⁷

84 People of all cultures and backgrounds are valued here⁷

81 I am inspired by the purpose and mission of Planet Fitness⁷

We are committed to building a workplace that is collaborative, motivating, and fun — while still prioritizing performance. As part of building an inclusive culture, we look to engage team members at every level across the system – whether remote, at CSC, or in our clubs.

Throughout the year, we offer community-building events that ensure our team members feel valued, encouraged to participate, and connected to each other and to the company. These initiatives have included quarterly fitness challenges, which merge our passion for fitness with our commitment to team member wellbeing, a summer outing, a turkey trot, our holiday party, kids and families events, our quarterly book club, volunteer opportunities, and more.

We also extend our engagement efforts to our franchise organizations. In 2025, we hosted our Franchise Huddle, bringing together owners and their leadership teams to foster alignment, enhance collaboration, and ensure continued growth across the enterprise.



Merritt’s Planet Fitness journey began as a member in 2019, when he committed to improving his health and wellbeing after struggling with his weight as a teen. While balancing full-time college and a full-time job, he embraced fitness, nutrition, and consistency, ultimately losing more than 120 pounds and transforming his lifestyle.

Inspired by his personal experience, Merritt wanted to help others experiencing the same challenges he’d faced. In 2023, he earned his NASM Certified Personal Trainer certification and became a trainer at the same Planet Fitness club where his journey began. Today, he supports members of all fitness levels by helping create a welcoming, encouraging environment where they can build confidence, improve their wellbeing, and feel connected to their fitness journeys.

“ Having the Planet Fitness community, first as a member and now as a trainer, has changed my life and motivates me to help others feel encouraged and take the first steps toward their own goals. ”



MERRITT, CERTIFIED FITNESS TRAINER

Grow

Learning & Development

We strive to be a place where team members can continuously develop and build rich and rewarding careers. To support this, we prioritize career development for team members across the enterprise through regular feedback, ongoing training, and career progression opportunities.

At CSC, our team members participate in annual and midyear reviews, along with goal-setting discussions with their manager. To support meaningful development conversations, managers are provided with training and resources on delivering effective feedback and evaluating individual development plans (IDPs). In 2025, we launched a new CSC Talent Planning initiative that formalized development discussions and helped promote future growth opportunities.

At the corporate club level, we continue to build on this foundation by leveraging IDPs to highlight clear and achievable career pathways for each team member. We have also prioritized fostering a culture of accountability and self-development through increased engagement and two-way communication with managers in the clubs.

In addition, we offer an enriching array of educational and learning opportunities to inspire and grow our talent. These include our Planet Fitness University (PFU) courses that are available to all team members, along with our Pryor Learning training and LeadDev Leadership courses. In 2025, we expanded PFU's course offerings to better support the member experience and people manager development, while also increasing systemwide communications and improving the platform's accessibility and ease of navigation.

51
total PFU courses available

937,000+
course completions

40,440
total PFU users

76
groups participating in
LeadDev Leadership courses



Chris Marrello began his career at Planet Fitness in our corporate-owned clubs, progressing from Assistant Manager to Club Manager. In these roles, he gained hands-on experience in day-to-day operations and developed a strong understanding of both member and team member needs.

Building on this experience, Chris transitioned to the CSC, where he now serves as a Legal Assistant, supporting legal and operational aspects of the business. Chris's journey from club to CSC reflects the opportunities for team members to grow their careers, develop new skills, and expand their impact across the organization.

“ I am grateful to be able to bring my in-club experience to the team here at the CSC to provide the best support possible to our field teams. ”



CHRIS MARRELLO,
LEGAL ASSISTANT

Reward

Benefits, Compensation, & Recognition

We offer a comprehensive benefits and compensation program designed to attract and retain talent, providing team members with competitive, modern, and relevant benefits that support their physical, mental, and financial wellbeing.

Building on this foundation, in 2025 we introduced greater rewards for our Burn to Earn program and launched a tuition reimbursement program to support job-related degrees. Team members also had additional opportunities to strengthen their financial literacy through 401(k) educational webinars.

Our approach to benefits continues to evolve as we listen to team members’ needs. Based on feedback from a benefits survey we conducted in 2025, we plan to introduce additional support for childcare and enhanced benefits for new parents in the coming year.

We continue to promote a positive work-life balance and invest in our team members’ mental wellbeing. Our hybrid work environment enables greater flexibility for team members, while still fostering in-person collaboration and connections, and offers an early close on Fridays at CSC if workload permits.

To support our team members’ mental health, we offer Employee Assistance Program (EAP) benefits that include five free counseling sessions per team member per year. We also offered a Mental Health Day for all CSC team members for the second year. For our club managers and assistant managers, we continued our Summer Appreciation Day off so they could rest and recharge.

It is important that we consistently recognize and reward our team members for their contributions. Our monthly Thumbs Up Award, which empowers team members to nominate others for a financially backed award, fosters a positive culture of peer-to-peer recognition. In 2025, we distributed more than \$33,000 to deserving team members through the program.

We have also enhanced our system for recognition in our corporate clubs, with managers now able to distribute larger awards to their teams.

Across CSC, corporate clubs, and franchise organizations, we continue to celebrate our team members and acknowledge important moments like birthdays and career and life milestones with gestures such as celebratory desk drops, merchandise giveaways, free lunches, and more.

► TEAM MEMBER TOTAL WELLBEING¹⁷

- HEALTHCARE BENEFITS
- Medical, dental, and vision coverage
 - Life insurance
 - Accidental death and dismemberment coverage
 - Short- and long-term disability
 - Telehealth
 - Health Savings Account (HSA) and Health Care Flexible Spending Account (FSA)
 - Supplemental voluntary coverage options, including accident, hospital care, and critical illness insurance

- WORK-LIFE FLEXIBILITY
- Paid time off and holidays
 - Unlimited sick and personal time (CSC only)
 - Two annual volunteer days off
 - Hybrid work model at our CSC, with three days expected in office and two optional work from home days
 - Early closures on Friday
 - Paid parental leave (CSC and club managers only)

- FINANCIAL WELLBEING
- Employee stock purchase plan
 - 401(k) with matching for team members with more than 90 days of service
 - Childcare reimbursement (CSC only)
 - Tuition reimbursement
- ADDITIONAL WELLNESS PERKS
- Free Black Card membership with access to our PF Perks

INCLUSION & BELONGING

Our brand promise is built on the idea that making each other feel accepted and supported leads to resilience, confidence, and growth — both in fitness and in life. For us, inclusion and belonging are not just values; they are lived experiences that are foundational to this promise and embedded in our clubs, workplaces, and brand.

OUR WORKFORCE

Our human capital philosophy is rooted in the idea that bringing together a variety of thoughts, perspectives, experiences, and backgrounds leads to better collaboration, more opportunities for innovation, and a stronger team experience. We are committed to attracting and retaining a high-performance workforce that reflects our unique and multifaceted member base and the communities we serve.

We have continued to offer hybrid work options to remain attractive to prospective talent. To ensure each role attracts a robust slate of candidates, we equip hiring managers with the tools and resources needed to support an effective and consistent interview and selection process.

To support team member retention, we continue to offer competitive pay and benefits. We conduct an annual pay equity audit to help ensure our salary bands are consistent across levels within our workforce. Our 2025 review did not uncover any statistically significant pay gaps with respect to gender or race.

In 2025, we saw the number of women in leadership roles at CSC increase to 51% from 48% in 2024. While we saw a slight decrease in underrepresented minorities at CSC from 21% in 2024 to 20% in 2025, we have seen a 4% increase since we first began reporting this metric in 2021.¹⁸ We remain focused on building a workplace where everyone feels accepted, respected, and empowered to thrive. Please see the Appendix for more information on our workforce representation.



Beyond our ongoing efforts with BGCA, we continue to find opportunities to support organizations and causes that align with our values and promote inclusion and belonging outside the walls of Planet Fitness. In 2025, we contributed \$25,000 to the International Franchise Association’s [Franchise Ascension Initiative](#) — a six-month accelerator program providing individuals from underrepresented and economically disadvantaged communities with education, mentorship, resources, and guidance to launch careers in franchise ownership — making progress on our pledge to contribute \$100,000 total to the initiative.

Additionally, we were a Gold level sponsor of Girls Inc. of New Hampshire’s “Fuel Her Fire” Gala in 2025 alongside one of our franchisees, Taymax Group. The event raised critical funds to support the chapter’s efforts to inspire young girls to be strong, smart, and bold.



BUILDING COMMUNITY & FOSTERING BELONGING

Our team members are essential to our success, and we strive to create a working environment where every team member feels respected, supported, and empowered to thrive. Our three Team Member Resource Groups (TMRGs) — EmpowHER, Judgement Free™ Parents, and You Belong @PF — promote belonging and support engagement through curated programming and group activities throughout the year. TMRGs are team member-led and open to all at CSC. We regularly survey our workforce to ensure the opportunities offered through each group support the needs of our team members.

Feeling a sense of belonging is just as important for our members as it is for our team members —our inclusive, welcoming approach to fitness is what sets us apart. Beyond the inclusive atmosphere we cultivate in our clubs, we also work to ensure that our marketing materials are representative of the diversity of the people and communities that make Planet Fitness strong. In 2025, we featured real members in our advertising — from a postpartum mother to older adults — to show the full range of fitness journeys and underscore our belief that strength looks different for everyone.

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](#).



In 2025, Planet Fitness was recognized as a top finalist for Responsible Representation in Marketing in Givsky’s 2026 Impact Awards.

➤ 2025 TMRG HIGHLIGHTS

Our TMRGs hosted events and planned activities throughout the year to inspire community and foster belonging at CSC, including:

EMPOWHER

EmpowHER, our TMRG for women and allies, sponsored and donated water to the Celebrate Pink 5K to raise funds for My Breast Cancer Support in the New Hampshire area. They also hosted a networking event at our Hampton CSC that was open to all team members, helping participants forge new connections and strengthen relationships with colleagues.

YOU BELONG @PF

You Belong @PF created opportunities for connection and learning for LGBTQ+ team members and allies, including hosting a Pride celebration at CSC open to all team members in June, as well as supporting and attending Portsmouth Pride, of which Planet Fitness was a sponsor. The group also hosted sessions throughout the year focused on the importance of allyship and served as a resource in evaluating and selecting new LGBTQ+ partnerships.

JUDGEMENT FREE™ PARENTS

Our TMRG for working parents and allies sponsored a back-to-school backpack drive in August to support Boys & Girls Clubs of Greater Manchester, and hosted a breakfast in celebration of working parents, pet parents, and all caregivers on National Working Parents Day in September.

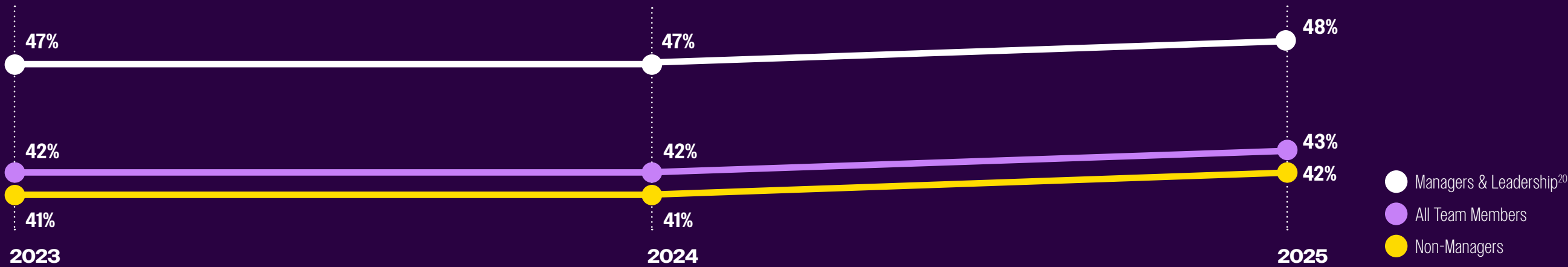


➤ WORKFORCE REPRESENTATION DATA ¹⁹

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

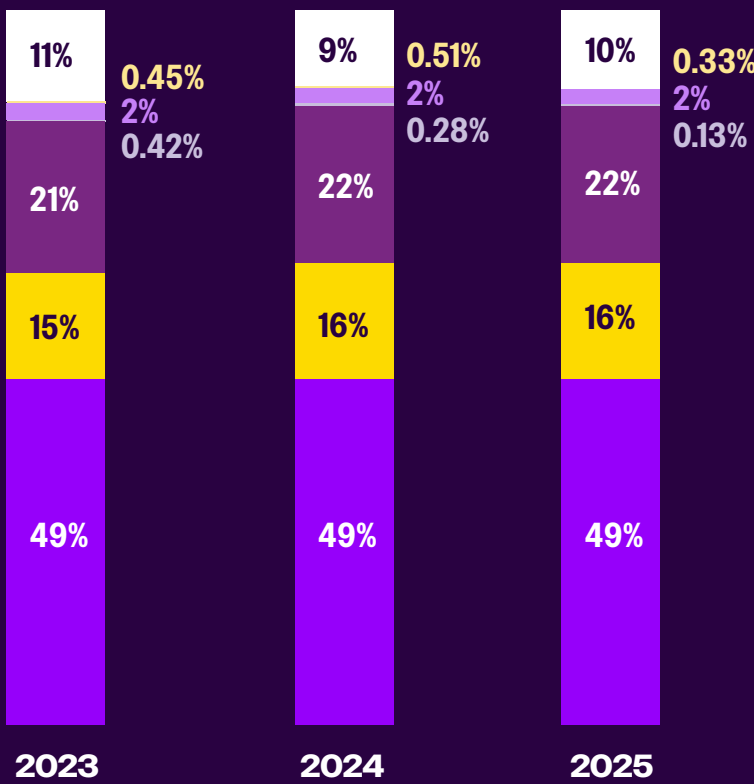
GENDER REPRESENTATION

TOTAL WORKFORCE
(% non-men)

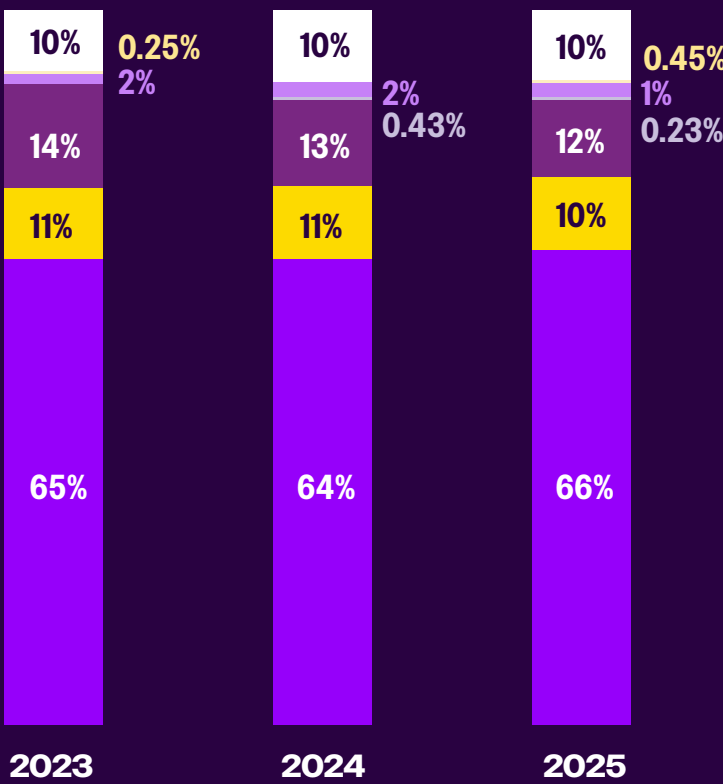


RACIAL/ETHNIC REPRESENTATION

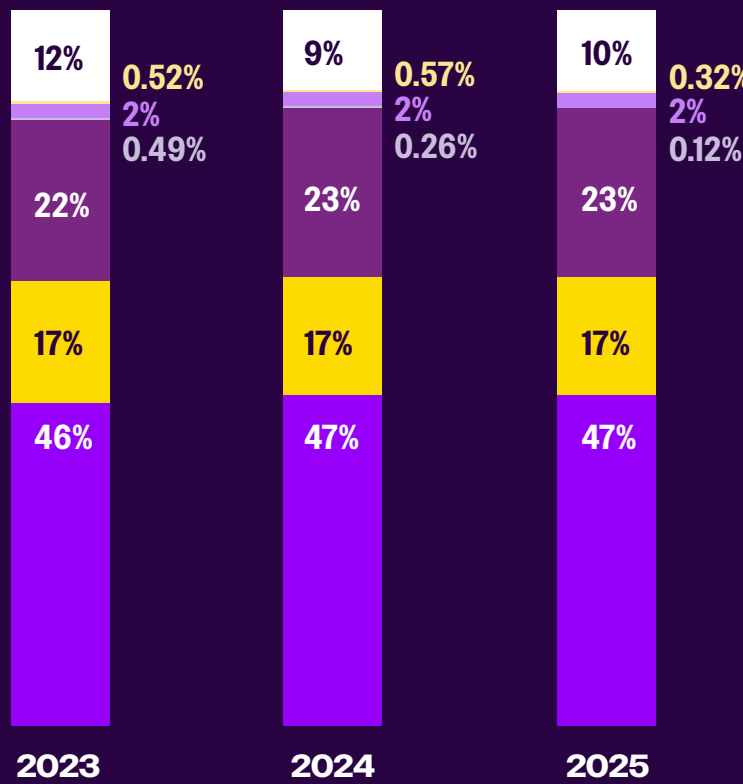
TOTAL WORKFORCE



MANAGERS & LEADERSHIP²⁰



NON-MANAGERS



- White
- Hispanic
- Black/African American
- Native Hawaiian/Pacific Islander
- Asian
- American Indian/Alaska Native
- Doesn't Specify/Two or More Races

HEALTH, SAFETY & QUALITY

We want every Planet Fitness location to feel inviting, well maintained, and consistent for members and team members alike. In line with our Purpose, we reinforce health, safety, and quality across all clubs through defined procedures, training, and day-to-day operations. These efforts help ensure our members and team members feel safe, comfortable, and supported every time they walk through our doors.

SAFE OPERATIONS & CLUBS

Helping people feel comfortable and confident in our spaces has always been at the heart of who we are, and that starts with the way we think about health and safety in our clubs and at our CSC. We apply consistent procedures, routine training, and everyday practices to support secure, reliable environments where members can focus on their fitness journey with peace of mind.

Every Planet Fitness club is equipped with an automated external defibrillator (AED), which is checked each month for pad and battery expiration. Health and safety expectations are also included in our [Code of Ethics](#) to reinforce shared standards across corporate-owned and franchise locations. In new and remodeled clubs, we have added cameras at key access points to support team member safety and awareness

at all hours. At our CSC, team members have the ability to call local emergency services directly, and each floor of the building has been equipped with AEDs, first aid kits, and portable trauma kits.

To further enhance club safety, all corporate clubs and the CSC are equipped with panic buttons, giving team members a quick way to reach emergency support. We also utilize a nightly safety checklist across corporate clubs to support consistent overnight close-out procedures and reinforce secure operations during non-peak hours.

In addition, fixtures and materials used in corporate club remodels and buildouts meet applicable health and safety standards while balancing our operational needs. Internationally, Planet Fitness Spain has adapted our safety approach to align with regional requirements and local best practices.

HEALTH & SAFETY TRAINING

Training also plays a central role in how we prepare team members for unexpected situations. In 2025, violent intruder and de-escalation training became a standard part of onboarding for corporate club team members, and is also available to franchise clubs through PFU, offering practical guidance on responding calmly and effectively in high-stress situations.

This focus on preparedness extends to emergency response training. All full-time franchise and corporate club team members, including managers, assistant managers, and trainers, are required to complete CPR certification within their first 30 days, helping us maintain a strong safety baseline. In 2025, we strengthened this commitment by updating our CPR policy for corporate clubs, requiring all corporate team members who have been employed for 60 days or more to complete certification. Together, these measures help reinforce consistent safety practices and support teams in staying prepared and responsive to the needs of the club environment.

> LIFE-SAVING STORIES

Every day, our team members help create welcoming spaces where people feel comfortable showing up as they are. This year, one of our team members demonstrated just how meaningful that care can be.

At one of our clubs, team member Teri Lipford responded to two separate cardiac emergencies involving different members. Drawing on her training and presence of mind, Teri acted quickly in both situations. She contacted emergency services, retrieved the club’s defibrillator, and began CPR while coordinating support from others in the club. First responders later shared that her actions helped stabilize both individuals before they were transported for additional care. Teri’s response underscores the importance of consistent training and daily safety practices across our clubs. Her focus and composure exemplify the care our team members bring to their roles, and we are grateful for the impact she had on those members and their families.

Clear operational protocols reinforce our safety training. At corporate clubs, we shifted monthly club safety evaluations to a digital format to improve documentation consistency and follow-up, and implemented nightly safety checklists to support regular walkthroughs and enable teams to quickly identify and address potential issues. These practices strengthen daily reliability and help create safer club environments.

To help teams navigate expectations with confidence, we continued to enhance our operational tools and resources. We maintain a best practices library for franchisees that brings together required operational standards and selected learnings from corporate club operations to support equipment care and operation upkeep across all clubs. These resources support systemwide knowledge-sharing and promoting more consistent execution of safety and quality practices across club formats. Taken together, these efforts reinforce preparedness and help team members respond effectively when critical situations arise.



CLEAN CLUBS

Clean, well-maintained clubs help members feel comfortable the moment they walk in, and they remain an important part of how we support team members’ and members’ wellbeing. To guide daily upkeep, all team members complete training on Planet Fitness cleaning practices, including which products to use on different surfaces and how to apply them safely and efficiently. Our Clean Thumb Club program adds additional structure by outlining practices for keeping equipment, locker rooms, shared spaces, and other high-traffic areas looking their best throughout the day, helping maintain a best-in-class club environment for members.

Cleaning expectations also extend across our international locations. In Spain, our clubs reflect local requirements while aligning with Planet Fitness’ broader focus on maintaining clean, welcoming environments across all clubs.

➤ PLANET FITNESS
DISASTER RELIEF FUND

The Planet Fitness Disaster Relief Fund (DRF) helps team members navigate personal challenges following a qualified disaster. Established to offer timely, practical assistance, the fund provides financial support for essential needs when team members are facing sudden disruptions in their daily lives. To learn more about how we support broader communities during natural disasters, see [Community Engagement](#).

~\$241,000

total funds distributed by DRF
since inception

222

team members have received grants

planet fitness®
**DISASTER
RELIEF FUND**



— planet fitness® —

ENVIRONMENT

At Planet Fitness, we recognize the close connection between the health of the planet and the health of our community. That's why environmental stewardship is integral to our Purpose of promoting fitness and wellbeing for all. As we grow, we are focused on managing environmental risks and reducing our operational footprint to ensure we can continue delivering a consistent, high-value experience for members across our global footprint.



APPROACH TO ENVIRONMENTAL MANAGEMENT

We continue to make practical, meaningful decisions across corporate operations, club construction, and procurement to reduce waste, manage energy use, and improve water efficiency. As we expand, we integrate environmental considerations into planning and operational decisions to support resource efficiency, cost awareness, and consistency across clubs. Our approach is supported by governance structures, robust measurement practices, and stakeholder collaboration throughout our value chain.

ENVIRONMENTAL GOVERNANCE

Environmental management at Planet Fitness is supported through a coordinated structure with clear accountability. The Nominating and Corporate Governance Committee of our board oversees environmental matters within its broader ESG oversight. Our ESG strategy is led by our Chief Corporate Affairs Officer, with our Director of ESG and Social Impact aligning environmental objectives with day-to-day operations.

Operational execution is coordinated by our Director of ESG and Social Impact through our Environmental Working Group, a cross-functional team with representatives from Operations, Vendors & Equipment, Construction, and Real Estate. This group helps translate strategy into practice, reviews environmental risks and opportunities, and works with internal teams to integrate sustainability considerations into how we design, build, source, and maintain our facilities.

We are committed to complying with environmental requirements in all jurisdictions where we operate. Our [Environmental Policy](#) guides how we measure, manage, and reduce environmental impacts across facilities under Planet Fitness’ operational control and how we support environmental stewardship system wide.

MEASUREMENT & ASSESSMENT

We continue to invest in expert-led, reliable data collection to accurately measure our environmental footprint and inform our management priorities. Each year, we work with third-party consultants to assess our energy use, GHG emissions, water use, and waste across our corporate clubs, our CSC, and franchise clubs. These assessments support year-over-year comparisons, highlight operational efficiencies, and support long-term planning and engagement with our franchisees, suppliers, and internal teams.

STAKEHOLDER ENGAGEMENT

Environmental progress at Planet Fitness depends on collaboration across our system. We provide franchisees with technical guidance and operational resources related to high-efficiency HVAC systems, LED lighting, tankless water heaters, water-efficient cleaning practices, and more.

Environmental topics are also incorporated into regional manager workshops, where we share operational best practices and highlight examples of responsible resource management. These resources help club leadership make informed decisions that support operational efficiency and maintain consistency across clubs.

Additionally, we engage with our suppliers on environmental factors and include sustainability criteria in our procurement processes.

► 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.

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 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.

CLIMATE RESILIENCE

We understand that climate-related impacts could influence our clubs, supply chain, member experience, and long-term business performance. In parallel, we are prioritizing efforts to lower our operational emissions, doing our part to mitigate our own impacts.

BUILDING RESILIENCE IN A CHANGING CLIMATE

Planet Fitness continues to improve operational energy efficiency and enhance resource management to support our efforts to reduce emissions, drive long-term cost savings, deliver better member experiences, and maintain consistent standards across corporate and franchise locations. As part of this work, we aim to anticipate emerging climate trends and evolving regulatory expectations to prepare our system for future conditions.

Insights from our 2023 climate risk assessment continue to inform facility upgrades, operational continuity planning, and energy management. The assessment highlighted potential physical and financial risks, including the effects of extreme weather and shifts in energy costs or regulatory requirements. We regularly review these considerations across our operations to support decision-making and business continuity. See more in our [2025 Climate Resilience Summary Report](#).

ENERGY EFFICIENCY IN OUR CLUBS

Energy efficiency remains one of the most effective strategies for managing operational costs, reducing emissions, and strengthening climate resilience across our system. In 2025, we continued integrating energy and building performance considerations into new club development, renovations, and equipment updates, including ensuring all new corporate clubs work with Save Energy Systems. You can read more about our Save Energy Systems partnership in [Sustainable Sourcing](#).

Across our domestic and international locations, we enhanced building systems and refined club layouts to accommodate member preferences toward expanded strength equipment — changes that also support more efficient energy use. Our facilities globally, including those in Spain, are constructed to meet local energy and building standards, supporting resilience across different climate zones and regulatory environments.

Department of Energy-compliant HVAC units continue to be the standard for new and renovated clubs and contribute significantly to reducing electricity needs. Nearly all corporate clubs now operate with these units, and the remaining legacy systems are scheduled for replacement by early 2026. We also continued expanding the use of high-efficiency lighting. We are close to achieving total LED conversion in corporate clubs, with

EFFICIENT AIRFLOW SYSTEMS

In 2025, we continued using BAF fans to support efficient air circulation. More than 5,000 units are now installed in over 2,000 clubs in 7 countries. These fans help reduce cooling needs in warmer months and improve airflow throughout the clubs, supporting energy savings and a comfortable member environment.

approximately 95% adoption, and LED lighting remains required for all new builds and reequips.

All corporate clubs use tankless, on-demand water heaters and high-efficiency mini-washers to help reduce energy use associated with water heating and towel laundering. These washers also help decrease the carbon impact associated with outsourced laundry services, reduce single-use paper towel consumption, and support our broader waste reduction efforts. You can read more about our waste management practices in [Waste & Recycling](#).

Our corporate clubs in Spain have adopted additional energy management tools, including smart thermostats and occupancy sensors. These features help these locations meet European Union energy requirements and enhance resilience to regional climate conditions.

ENERGY-SAVING CLUB LAYOUTS

As club design evolves, updated layouts will feature a more balanced mix of strength and cardio equipment. This shift helps reduce electricity use, supports member preferences, and decreases packaging and transportation-related emissions associated with large equipment shipments.

CSC ENERGY MANAGEMENT

Our CSC applies the same efficiency considerations as our clubs. The CSC uses LED lighting throughout the building, and motion sensors are installed in shared spaces, offices, and conference rooms to limit unnecessary energy use.



ENERGY & GHG EMISSIONS MEASUREMENT

We conduct annual assessments of energy use and GHG emissions across our corporate-owned facilities. These assessments allow us to measure performance, track progress, and identify opportunities to operate more efficiently. We benchmark our year-over-year results against a 2019 baseline for corporate facilities and a 2022 baseline for franchise locations to provide transparency and comparability for stakeholders.

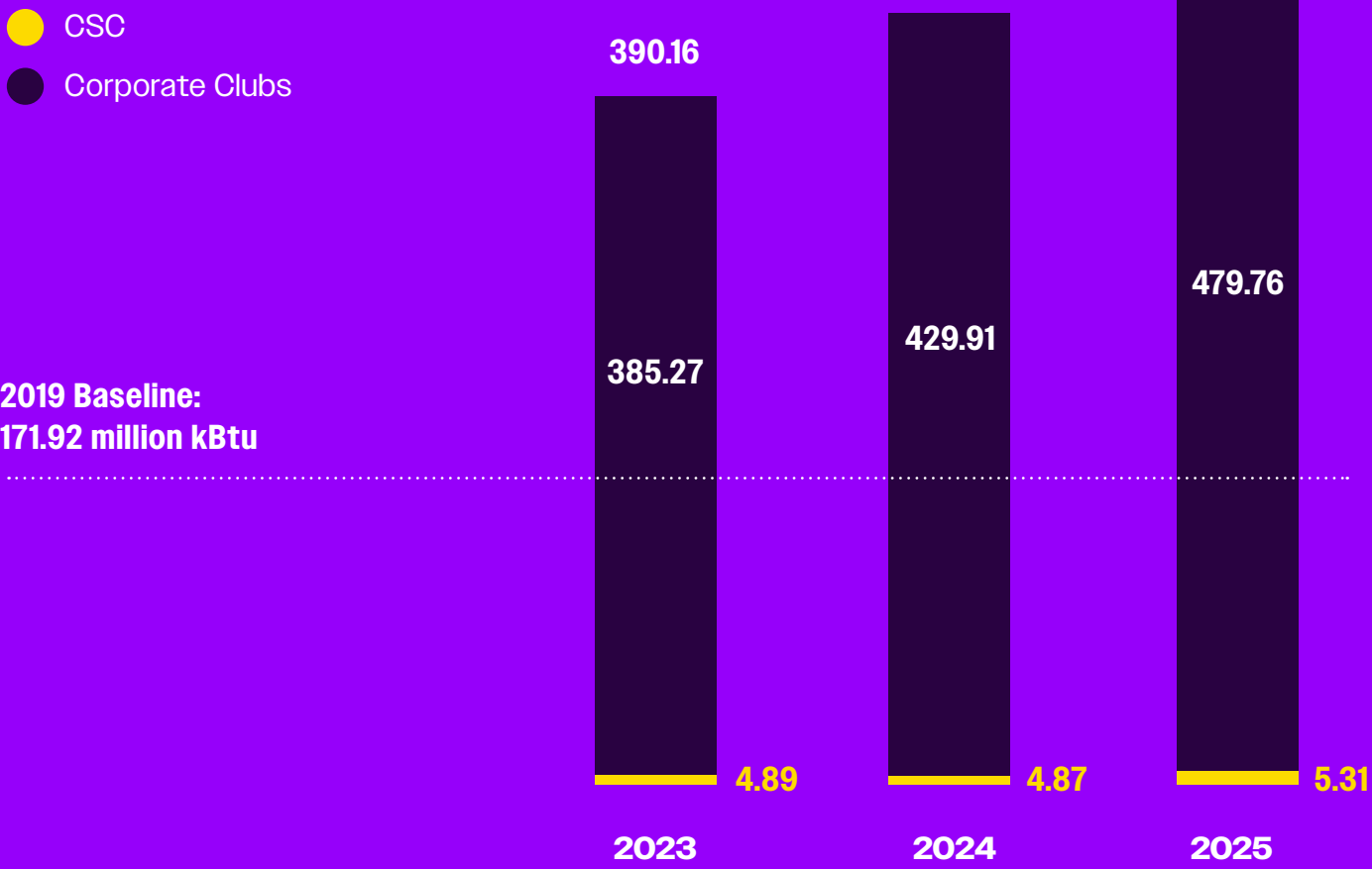
While our absolute operational energy use and GHG emissions increased from 2024, primarily due to the continued expansion of our corporate club footprint, our energy use and GHG emissions remained 17% and 11% below our 2019 baseline, respectively, when normalized by square footage.^{11,12} We observed a slight year-over-year increase in normalized energy use and normalized GHG emissions, which primarily reflects higher heating and propane demand during colder-than-normal conditions in 2025.²¹

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



TOTAL OPERATIONAL ENERGY USE²²

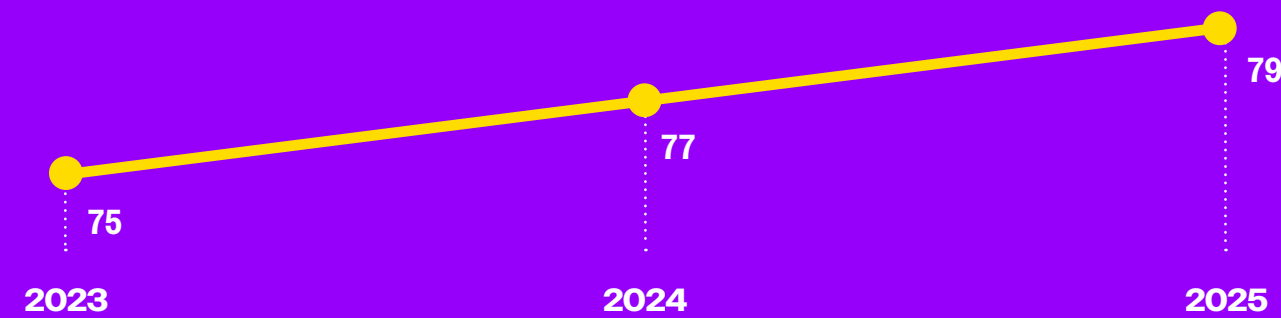
(millions kBtu)



NORMALIZED OPERATIONAL ENERGY USE

(kBtu/square foot)

2019 Baseline: 95 kBtu/sq foot



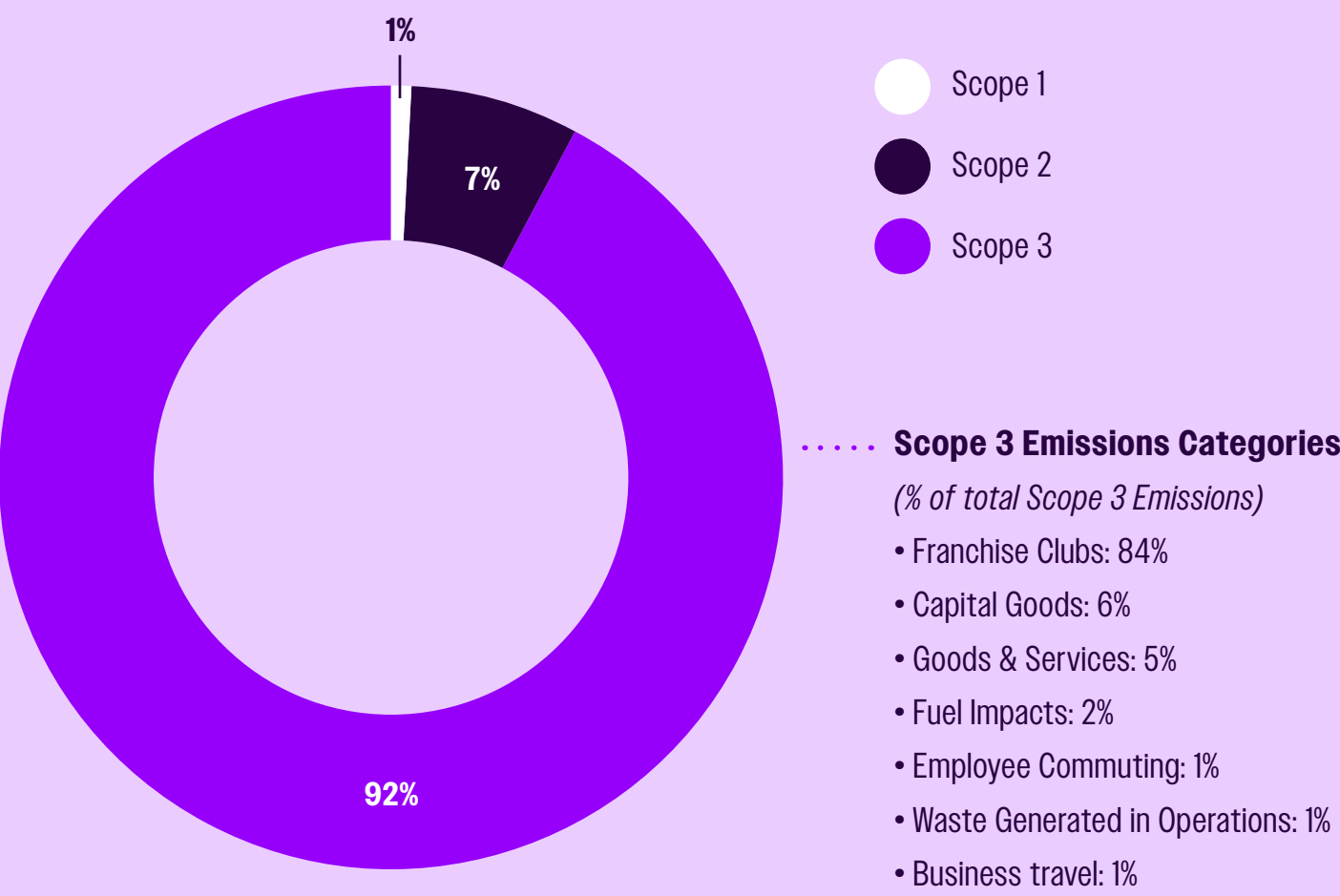
17%

decrease in total normalized operational energy use since 2019

GHG EMISSIONS

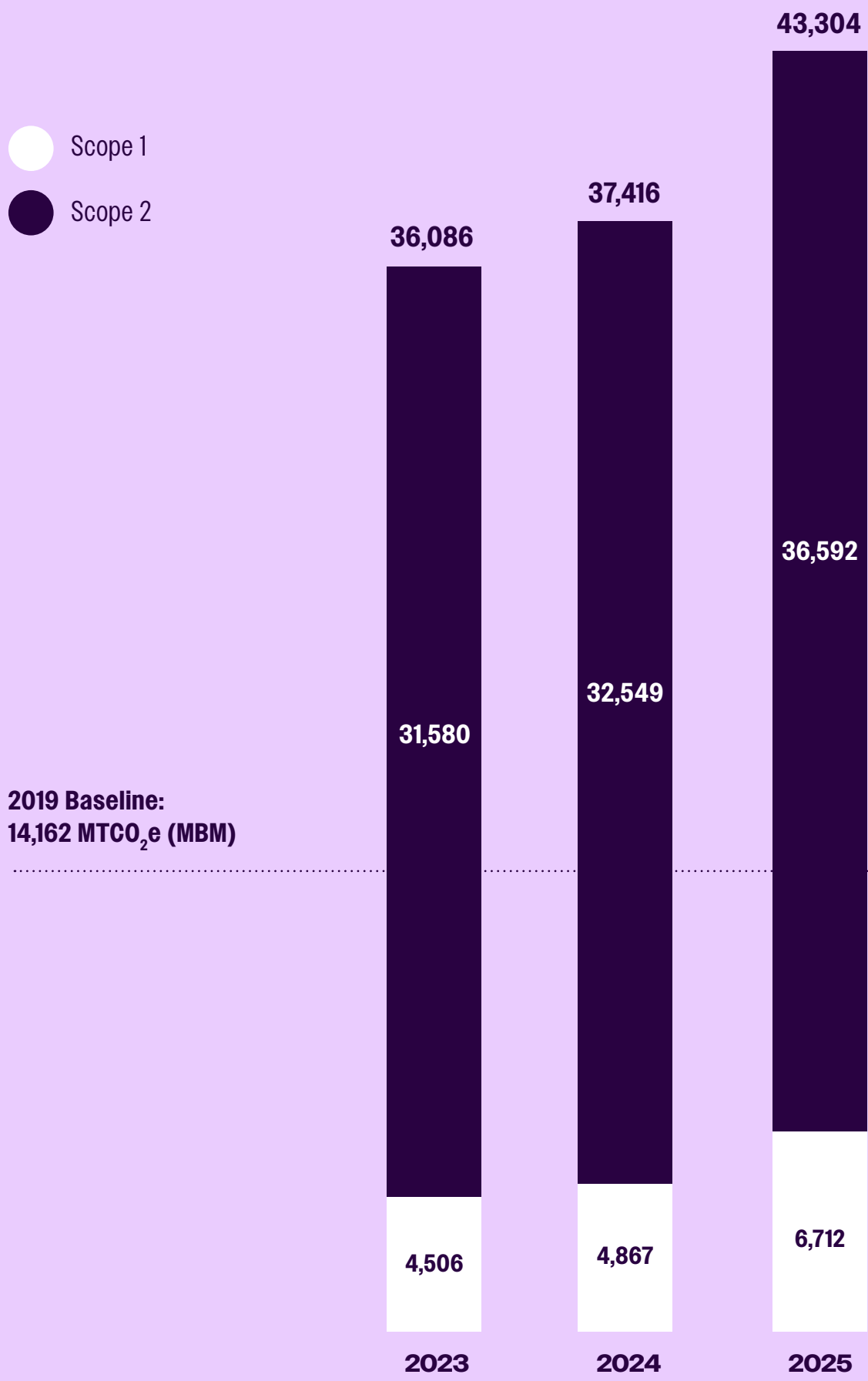
2025 GHG EMISSIONS INVENTORY²³

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



TOTAL OPERATIONAL GHG EMISSIONS BY SCOPE^{11,22}

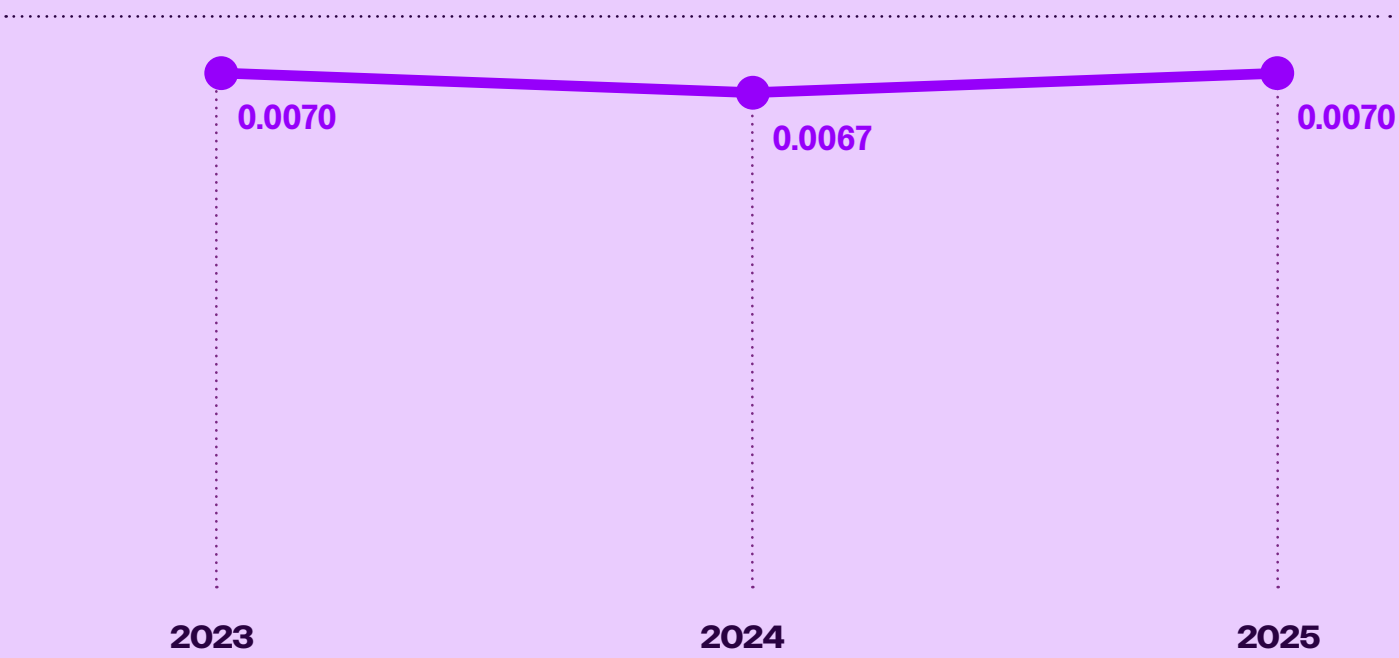
(metric tons CO₂e) (MBM)



NORMALIZED TOTAL OPERATIONAL GHG EMISSIONS¹²

(metric tons CO₂e /square foot)(MBM)

2019 Baseline: 0.0079 metric tons CO₂e/square foot (MBM)



11% decrease in total normalized operational GHG emissions since 2019

WATER MANAGEMENT

Protecting water resources is essential to our operational resilience and to the wellbeing of the planet. We manage water use across our system by installing efficient fixtures, monitoring consumption, and managing utility costs. These efforts help ensure our clubs remain clean, reliable, and welcoming for members.

WATER CONSERVATION IN OUR CLUBS

We continue to take practical steps to improve water efficiency across the system while meeting all applicable regional and local water code requirements. High Sierra low-flow shower heads remain mandatory in all corporate clubs and are encouraged across franchise locations. As of 2025, approximately 45% of clubs systemwide have installed these fixtures, which significantly reduce water consumption in our locker rooms without sacrificing water pressure.

Corporate clubs use tankless, on-demand water heaters, which improve both energy and water efficiency. Floor scrubbers are increasingly used across clubs, replacing traditional mop-and-bucket cleaning methods and helping to reduce water use while supporting our high expectations for daily cleanliness.

Our international clubs also maintain strict compliance with local standards and, where feasible, explore additional water conservation opportunities. Select clubs in Mexico continue to operate a greywater recycling system that repurposes filtered water for irrigation. Following a successful pilot in 2024, these locations have demonstrated meaningful reductions in potable water use for landscaping. In Spain, clubs follow regional water codes, and we have selected showerheads with lower water-use profiles that maintain water pressure and support member experience.

EFFORTS AT CSC

Our CSC applies consistent water-efficiency practices, including the use of low-flow toilets, faucets, and urinals installed since 2017, contributing to lower overall water consumption and long-term utility savings.

WATER MEASUREMENT

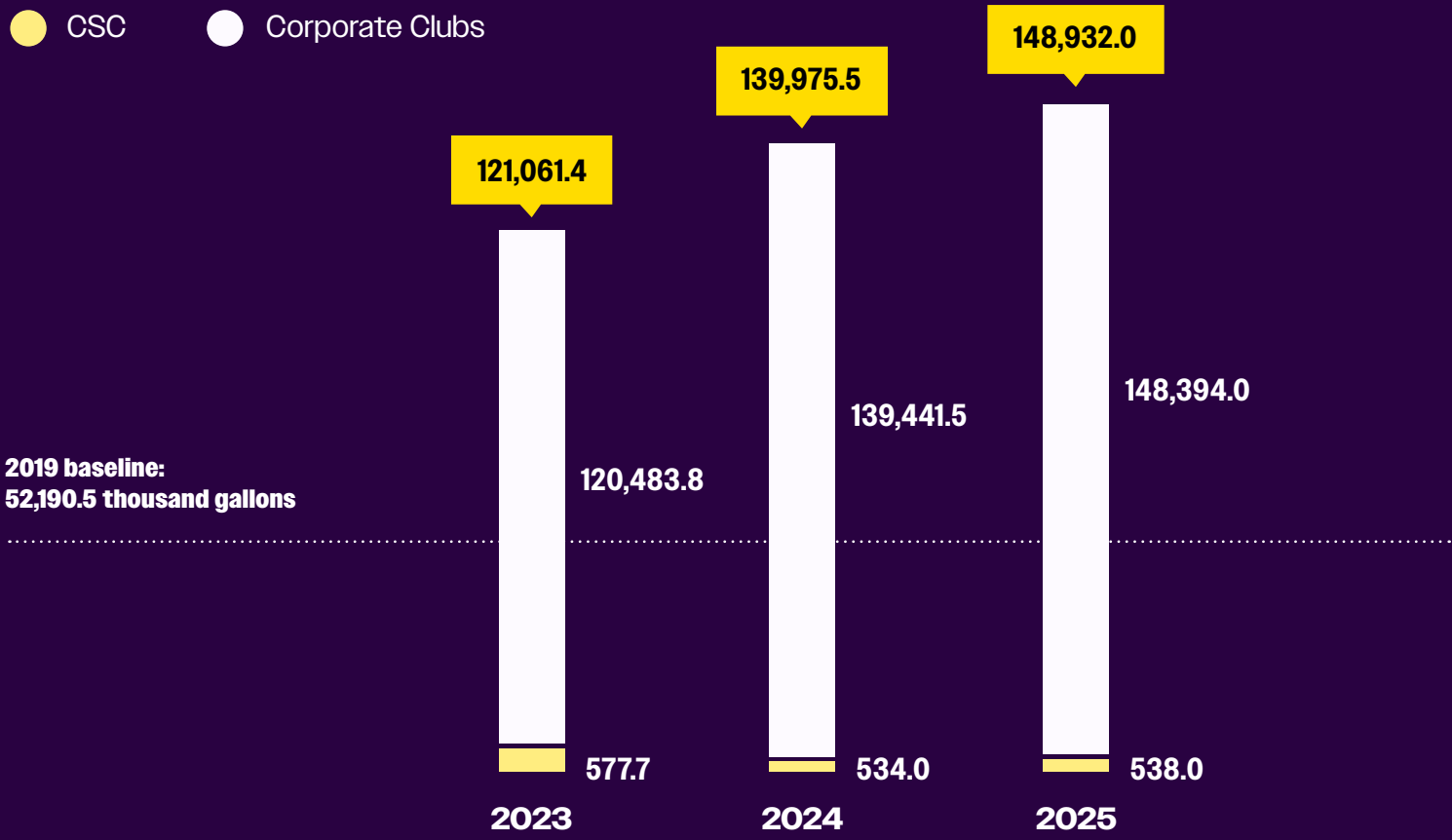
We assess our water withdrawal annually across our corporate clubs and CSC. Consistent measurement allows us to understand year-over-year trends and track changes relative to our 2019 baseline for corporate clubs and our 2022 baseline for franchise clubs.

Our absolute operational water use increased from 2024 due to the expansion of our corporate club footprint.¹¹ Our normalized operational water use remained below our 2019 baseline and declined year-over-year, which may be due in part to the continued installation of High Sierra low-flow shower heads across our clubs systemwide, which significantly reduces water consumption.¹²

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

OPERATIONAL WATER USE²²

(thousands gallons)

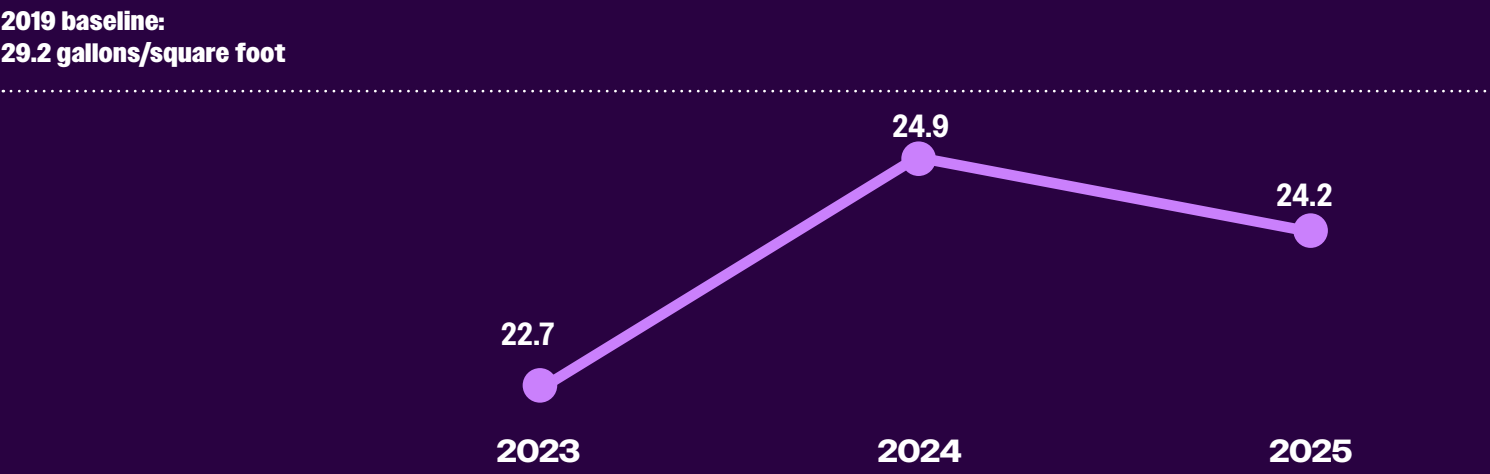


KEY TREND

17% decrease in normalized operational water use since 2019

NORMALIZED OPERATIONAL WATER USE

(gallons/square foot)



WASTE & RECYCLING

As Planet Fitness grows, we remain committed to reducing the waste and environmental impact of our operations, from club construction and equipment sourcing to daily cleaning practices. Our approach covers the full lifecycle of the materials used in our clubs, enabling us to reduce waste, promote recycling, and find alternatives to landfill disposal.

EQUIPMENT END-OF-LIFE

Fitness equipment represents one of the largest waste streams in our systemwide operations. To ensure responsible disposal, Planet Fitness donates, recycles, or resells all equipment that reaches end-of-life. Some clubs have begun exploring options to recycle equipment into scrap metal and plastic, creating a more circular process for materials that cannot be reused. We are also evaluating ways to increase equipment resale value to extend product lifecycles and reduce waste across the system.

100%
of equipment from clubs was either donated, recycled, or resold in 2025

CORPORATE CLUB WASTE MANAGEMENT PRACTICES

Across our corporate clubs, we continue to look for ways to reduce our reliance on single-use materials. All new clubs use hand dryers equipped with HEPA filters to help reduce paper towel consumption. To maintain cleanliness, clubs use microfiber towels instead of disposable paper products, which support both sanitation needs and waste reduction.

The evolution of our club floor plans is also contributing to lower packaging and transport waste. We strive to lessen the volume of cardboard, plastic wrap, and freight emissions associated with equipment deliveries.

In our clubs, we use concentrated cleaning chemicals with automated water mixers that ensure proper dilution ratios, reducing the packaging waste and lowering the frequency of container disposal. All corporate clubs also include at least one water refill station, encouraging members to bring reusable water bottles. Throughout 2025, we continued working with suppliers to evaluate recyclable and reusable bottle options, such as aluminum bottles, for sale in clubs.

WASTE REDUCTION MEASURES AT CSC

Our CSC waste reduction practices include single-stream recycling alongside standard waste disposal and encouraging the use of reusable dishware to reduce the need for disposable items. We continue to find ways to reduce our packaging consumption. Food scraps generated by the CSC café are donated weekly to Justa Farm in Hampton Falls, New Hampshire, and in 2025 we diverted approximately 1,900 pounds of food waste from landfill.

WASTE & RECYCLING MEASUREMENT

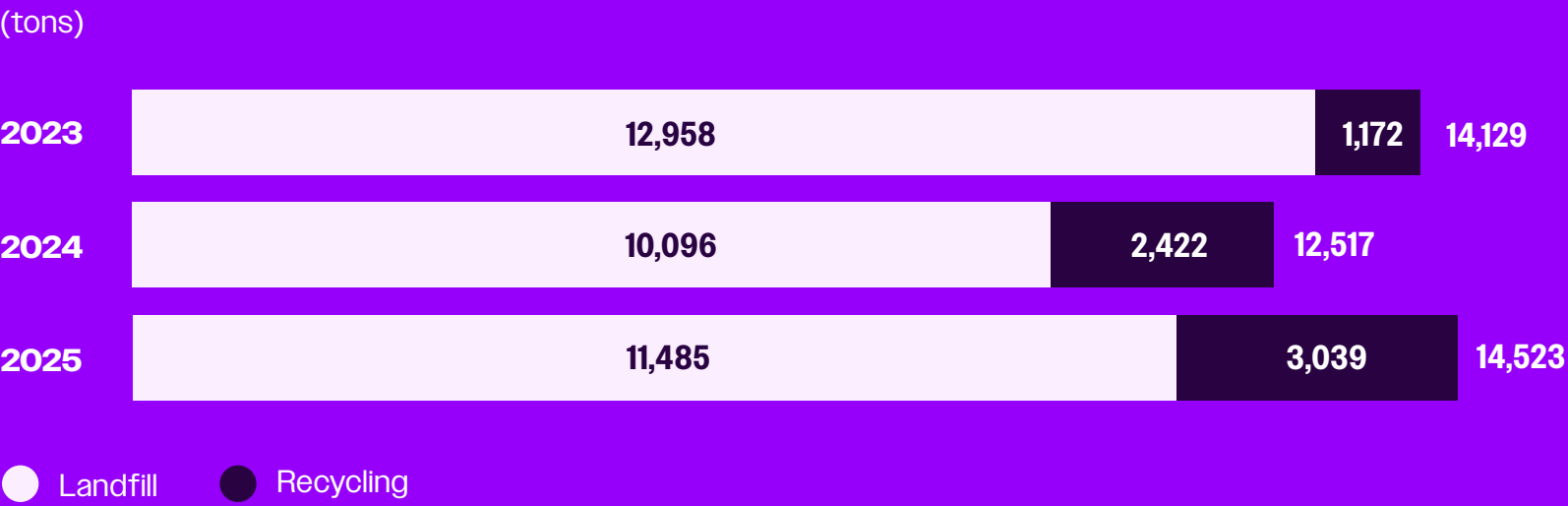
We measure our waste footprint annually across our corporate clubs and CSC. The assessment includes both landfill and recycling volumes, and is benchmarked against a 2024 baseline. While our normalized operational waste remained below baseline, we did observe a year-over-year increase, which may be due to higher attendance across our corporate club footprint.^{11,12}

INTERNATIONAL PRACTICES

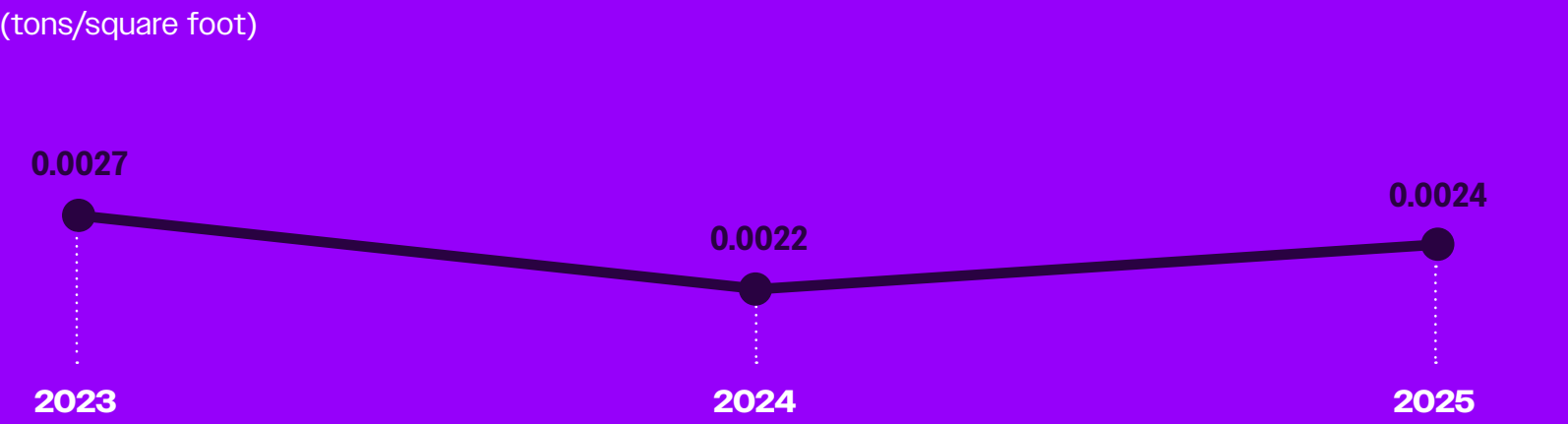
In Spain, Planet Fitness clubs follow national recycling regulations and have implemented three-bin systems for paper, plastic, and organic waste. These systems support proper sorting and reinforce the importance of responsible waste management for members.

In Australia, Planet Fitness clubs have replaced paper towels with reusable cloth towels provided at check-in. This practice is intended to reduce single-use waste while maintaining cleanliness standards and supporting more efficient daily operations.

TOTAL OPERATIONAL WASTE FOOTPRINT²²



NORMALIZED TOTAL OPERATIONAL WASTE FOOTPRINT



SUSTAINABLE SOURCING

At Planet Fitness, the materials and products we use across our clubs and operations play an important role in managing our environmental footprint. From the walls and floors of our clubs to the equipment and supplies we source, we work to reduce our environmental impact by choosing better materials, partnering with responsible vendors, and extending the life of our products wherever possible.

SUPPLIER MANAGEMENT & ENGAGEMENT ON SUSTAINABILITY

Our sourcing decisions help ensure we have reliable, high-quality products and services that keep our clubs clean and well-maintained, supporting a consistent member experience across our system. We continue to strengthen our supplier engagement practices to reflect our environmental priorities. As part of our procurement process, all new vendor requests for proposals include questions related to sustainability. These questions cover areas such as ethical business practices, corporate social responsibility programs, and whether vendors publish sustainability or environmental performance reports.

We recently added a new vendor requirement focused on equipment extraction practices, aiming to encourage vendors to provide greater transparency into the materials used in manufacturing and identify opportunities to recycle equipment components at end-of-life. Our supplier management approach aligns suppliers with our expectations for responsible manufacturing, resource management, and product quality.

ECO-FRIENDLY CONSTRUCTION MATERIALS

We continue to invest in materials that reduce environmental impact without compromising quality or member experience. Across all new clubs and remodels, 100% of our rubber flooring is sourced from suppliers that use recycled rubber. We continue to expand the use of wall paneling made from post-consumer recycled water bottles. These materials help redirect plastic from landfills and support a circular approach to construction products.

Additionally, all paint used in Planet Fitness clubs is low- or non-volatile organic compound (non-VOC), supporting better indoor air quality for members and team members. We are evaluating the feasibility of transitioning to fully non-VOC paint options in the coming years. These material choices support cleaner air, safer spaces, and consistent quality across our clubs.

GREEN CLEANING SUPPLIES

Maintaining high levels of cleanliness remains essential to our member experience, and we continue to prioritize products that are safe for people and the environment. Where possible, we source cleaning and paper products that are recyclable or contain environmentally preferable features. We also continue to reduce the chemical intensity of our cleaning program by selecting products that support member and team member safety while maintaining our high level of cleanliness standards.

› SUPPLIES WITH AN ENVIRONMENTAL FEATURE¹³

52%
of cleaning supplies

76%
of paper products

› SAVE ENERGY SYSTEMS

Since 2015, we've used [Save Energy System's](#) Energy and Facility Management solutions across our corporate club footprint to help monitor and reduce our energy use.

Their AI-driven technologies help deliver measurable impact, allowing us to achieve energy savings, reduce GHG emissions, extend equipment lifecycles, and provide real-time transparency for our reporting—transforming facility operations into quantifiable environmental progress.



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GOVERNANCE

We believe we have a responsibility to our members, team members, shareholders, and franchisees to operate with integrity, transparency, and high ethical standards. Through robust corporate oversight and governance practices, we aim to deliver consistent value, effectively manage risk, and uphold stakeholder trust amid business expansion, evolving franchise dynamics, digital evolution, and an ever-changing regulatory landscape.



CORPORATE GOVERNANCE & ESG OVERSIGHT

Effective corporate governance is essential to advancing our strategic priorities and supporting sustainable, long-term business performance. Our governance structure fosters effective oversight and accountability at the Board of Directors and executive leadership levels, while demonstrating our commitment to responsible business conduct and enabling us to stay responsive to a dynamic business environment.

BOARD OVERSIGHT & COMPOSITION

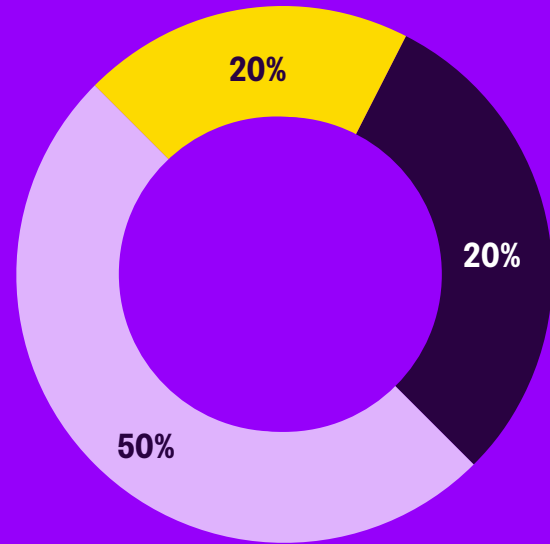
Planet Fitness operates under the purview of the Board, which is responsible for general oversight of management and other specific functions, such as reviewing and approving corporate strategic and financial objectives, directing executive compensation and succession planning, and overseeing risk management and mitigation activities.

The Board has three standing committees — the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee — tasked with addressing issues specific to their area of oversight. Each committee is guided by written charters of responsibilities and authorities. We continually review our governance documents, and in 2025 we updated our committee charters to ensure they reflect current expectations of each Board committee.

We are committed to maintaining a Board made up of directors whose skills, experience, and backgrounds are highly relevant, who contribute a range of perspectives, and who are well positioned to represent the long-term interests of our business. More information on our Board composition and director experience can be found in our [2026 Proxy Statement](#).

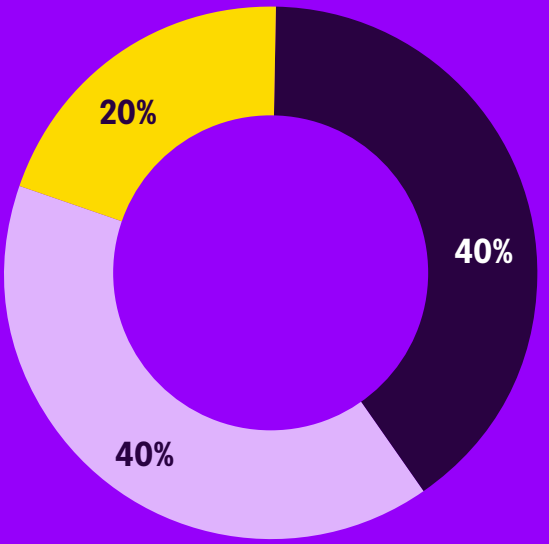
➤ BOARD DEMOGRAPHICS²⁴

TENURE



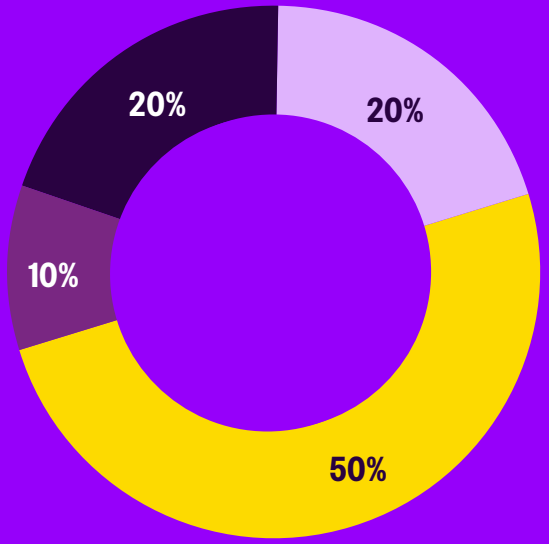
- 0-4 years
- 5-9 years
- 10+ years

AGE



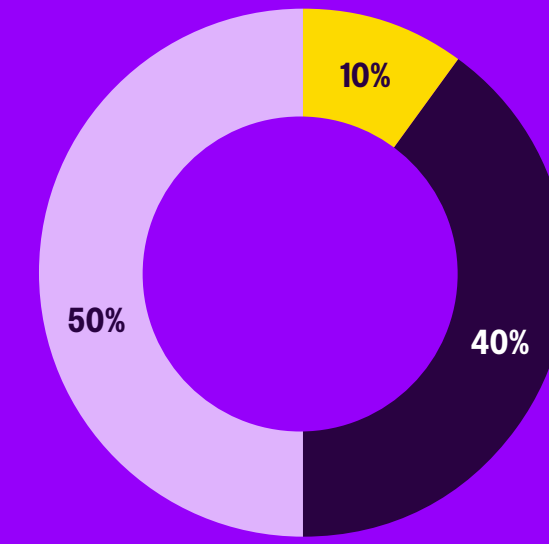
- 55-60 years
- 61-65 years
- 71-75 years

RACE/ETHNICITY



- Asian
- Black/African American
- White
- Undisclosed

GENDER



- Female
- Male
- Undisclosed

ESG OVERSIGHT

We believe that strong management of the ESG issues that are most material to Planet Fitness is critical to our ability to generate long-term value for our stakeholders, and we seek to apply the same approach to oversight of our ESG strategy as we do our corporate strategy. The entire Board is engaged on ESG issues, with each committee overseeing management of specific topics relevant to their areas of responsibility. 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 (CCAO).

Our ESG program is directed and managed with input from across the executive leadership team, with management-level oversight from the CCAO and ultimate responsibility resting with the CEO. Executive leaders were engaged in our 2025 materiality assessment to ensure cross-functional management input was factored into our analysis.

The Director of ESG and Social Impact is responsible for the day-to-day implementation and management of our ESG strategy, with support from our Environmental Working Group comprising team members from across the organization with operational responsibilities in areas relevant to our environmental management program.

“At Planet Fitness, we view ESG as a critical foundation for the kind of company we strive to be: responsible, purpose-driven, and resilient. Our ESG agenda reflects business priorities, stakeholder expectations, and proactive risk management, allowing Planet Fitness to deepen our positive impact, support a welcoming environment for all, and reinforce the long-term strength of our company.”

– 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, and environmental management and measurement.

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

Compensation and Human Capital Committee: Oversight of benefits and compensation policies and practices, as well as oversight of human capital management, including recruiting, talent development, engagement, retention, and inclusion and belonging strategies and policies.

MANAGEMENT

In collaboration with the CCAO 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.

ETHICAL BUSINESS PRACTICES & COMPLIANCE

Acting with integrity is central to how we operate and deliver value. Our ethics and compliance practices — grounded in company-wide policies — guide responsible decision-making, reinforce transparency, and help effectively manage risk across our business and value chain.

100%
of CSC team members completed annual compliance training in 2025

RESPONSIBLE & ETHICAL OPERATIONS

We maintain clear and consistent expectations for ethical conduct across our entire system, including team members, senior executives, franchisees, vendors, and members. These expectations are reinforced through a comprehensive suite of policies, all of which are reviewed annually to ensure they remain current and effective.

These include our Code of Ethics — available on our [Investor site](#) — which applies to all team members, from full-time and part-time employees to temporary staff and our Board of Directors. It also establishes expectations for franchisees and business partners and is complemented by our Franchisee Code of Ethics, Global Vendor Code of Conduct, Non-Discrimination Policy, and Human Rights Policy, all accessible on our [Policies webpage](#). In addition, our CEO and Chief Financial Officer adhere to a [supplemental Code of Ethics](#) that outlines enhanced expectations related to conflicts of interest, financial integrity, and regulatory compliance.

We reinforce these standards through mandatory ethics and compliance training. All newly hired team members receive the Code of Ethics and complete onboarding training upon joining Planet Fitness, and all team members must complete ethics and compliance training annually. Together, these trainings and policies collectively guide responsible decision-making, support an inclusive environment, and help safeguard the integrity of our operations and value chain.

We are committed to fostering a culture where team members feel empowered to raise concerns without fear of retaliation. We encourage a “speak up” environment supported by whistleblower protections and multiple confidential and anonymous reporting mechanisms. Team members can report potential violations of our Code of Ethics or other policies through the PF Integrity Line, a 24-hour hotline available by phone or online.

In addition to internal reporting tools, members and team members may also raise concerns through Listen360, our in-club feedback platform. Insights from Listen360 help inform training needs, strengthen operational practices, and promote continuous improvement throughout our system. We continue to expand the system to drive consistent performance and improve the member experience and, in 2025, achieved 100% implementation across all Planet Fitness clubs systemwide.

➤ 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



RISK MANAGEMENT & COMPLIANCE

Responsibility for enterprise risk oversight begins with our Board. The Audit Committee is charged with overseeing major enterprise risks, including those related to financial reporting, cyber and data security, business conduct, and ethics, as well as related-party transactions. Other Board committees maintain oversight of specific risk areas: the Nominating and Corporate Governance Committee monitors risks tied to our ESG priorities, and the Compensation Committee evaluates risks associated with executive compensation plans and the incentives they create. Management provides regular updates to the appropriate committee or the full Board, with additional briefings conducted when needed.

Day-to-day risk management is supported by our internal Risk Committee, which is co-chaired by the Senior Director of Information Security and the Vice President, Senior Associate General Counsel. This cross-functional group coordinates our enterprise risk activities and provides quarterly reports to the Audit Committee to maintain alignment and visibility on key issues.

We utilize a companywide risk register, which tracks the risks most likely to affect our operations, including ESG-related risks. This allows us to identify emerging issues, evaluate their potential impact, and prioritize mitigation strategies. To further enhance our enterprise risk capabilities, we plan to conduct a comprehensive enterprise risk assessment in 2026.

Planet Fitness is committed to operating in full compliance with the laws and regulations that apply to our business across all the communities where we operate. This includes requirements related to employment, licensing, distribution, anti-corruption, antitrust, tax, equal opportunity, securities, banking, currency, environmental protection, and health and safety.

As our global presence grows, we remain committed to staying ahead of evolving international compliance expectations. Our Legal team closely evaluates evolving regulatory frameworks across the markets where we operate to ensure our practices align with local, federal, and regional standards. For example, our expansion into Spain in 2024 required careful attention to applicable Spanish and European Union regulations, such as the General Data Protection Regulation (GDPR). We will continue to apply this level of diligence as we enter new countries and will update our policies, training, and internal processes accordingly to support consistent and responsible operations.



AI GOVERNANCE & RESPONSIBLE INNOVATION

New and emerging technologies — such as artificial intelligence (AI) — have the potential to revolutionize both the way we work and how we show up for our members, from improved accessibility and personalization to more streamlined and seamless interactions. As AI becomes increasingly prevalent globally, we are exploring opportunities to thoughtfully integrate these tools to strengthen both our offerings and our operations — while ensuring that our use of the technology is in keeping with our standards for ethical and responsible business practices.

To help guide this work, we launched an AI Enablement Office, led by our Vice President of Technology and supported by cross-functional representatives from every department. This team is responsible for developing the structures, processes, and oversight necessary to adopt AI in a way that supports our values and protects our stakeholders.

A key focus of the AI Enablement Office is establishing governance protocols and policies to ensure responsible AI use across our business. Our AI governance priorities include:

- Transparent decision-making and ethical guardrails
- Vendor accountability and data privacy alignment
- Security against AI-driven threats and data misuse
- Clear internal escalation channels for potential issues

Through this intentional approach, we aim to leverage AI in ways that enhance the member experience, strengthen our operations, and uphold our commitment to responsible innovation.

DATA PRIVACY & CYBERSECURITY

We recognize the trust our members place in us when they share their information, and we are committed to maintaining the highest standards of data stewardship. We continue to strengthen our systemwide data privacy and cybersecurity program through ongoing improvements to our governance, safeguards, and policies.

COMPLIANCE WITH GLOBAL REGULATIONS

Planet Fitness maintains a robust data privacy and cybersecurity governance structure designed to ensure compliance with all applicable federal, state, and international privacy laws and regulations. This framework enables us to responsibly manage the personal information entrusted to us and uphold the highest standards of data stewardship across our operations.

We continue to meet the stringent requirements of the California Consumer Privacy Act (CCPA) — the most comprehensive state privacy regulation in the United States — across our system. Additionally, our operations in Spain adhere to the European Union’s GDPR, which sets rigorous expectations for the protection and handling of personal data. To support these efforts, we partner with international regulatory and security experts to help ensure our practices align with the highest levels of global compliance.

Our internal data security and privacy committee plays a key role in maintaining this strong compliance posture by

regularly monitoring the evolving regulatory landscape and evaluating emerging requirements. This helps ensure Planet Fitness’ policies and procedures remain up to date with the latest laws and industry best practices.

DATA PRIVACY PRACTICES

We continue to prioritize the responsible collection, management, and protection of member data to minimize potential risks and safeguard our organization and, most importantly, our members. As part of our commitment to supporting a positive member experience, we regularly evaluate how we handle personally identifiable information (PII) and payment card industry (PCI) data to ensure compliance with evolving regulations and to maintain member trust. We do not collect protected health information (PHI).

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. In addition, all third-party partners must comply with standardized data-handling requirements outlined in our agreements to ensure consistent protection across our broader ecosystem.

We approach all privacy-related requests with rigor and diligence. Members can submit privacy concerns or data deletion requests directly through the Planet Fitness mobile app, ensuring a clear and accessible channel for managing their personal information. We have also taken steps to refine our communication opt-in and opt-out processes to make them more user-friendly, giving members greater control over how they receive communications from us, whether through email or SMS.

Looking ahead, we plan to further strengthen our data management practices by conducting a comprehensive data retention assessment to ensure we keep only the information essential to our operations. As part of this effort, we are finalizing a records retention policy that will establish consistent procedures for the proper retention, storage, retrieval, and disposal of Planet Fitness records.



STRONG CYBERSECURITY SYSTEMS

We maintain a comprehensive cybersecurity governance structure that assigns clear responsibility for protecting the data entrusted to us. Our cybersecurity program is led by our Chief Information Officer, with oversight from the Board’s Audit Committee to ensure alignment with organizational priorities and regulatory expectations.

To stay ahead of emerging threats, we conduct ongoing network security evaluations, including regular threat assessments and quarterly risk reviews with external contractors. We also review our breach response protocols annually alongside outside counsel, supplemented by more frequent internal testing to ensure our systems remain effective and up to date.

We continue to strengthen our technical safeguards through measures such as multi-factor authentication to protect access to sensitive systems and data. We also provide a “Phish Alert” feature within our internal email platform to make it easier for team members to quickly report suspicious messages, helping reinforce a proactive, organization-wide approach to cybersecurity awareness.

► 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

CYBERSECURITY TRAINING & RESOURCES

Planet Fitness is committed to ensuring that team members at every level understand their role in protecting member and company data. All corporate team members are required to participate in annual cybersecurity training. This requirement reinforces that data privacy and security are shared responsibilities across the organization.

Each year, we review and update our cybersecurity training to align with industry standards and evolving threats. These updates incorporate new tools, real-world scenarios, and enhanced learning modules designed to keep our teams informed and prepared. We continue to invest in third-party training solutions that strengthen engagement and improve readiness, helping ensure team members can recognize and respond to potential cybersecurity risks.

Beyond formal training, we maintain ongoing communication channels to keep both team members and franchisees up to date on emerging risks and best practices. We regularly share reminders, guidance, and policy updates to ensure everyone in our system understands the importance of data protection and their role in safeguarding sensitive information.

For franchisees in particular, we use internal newsletters to deliver timely updates on data security expectations, tools, and industry trends. These continuous communication efforts help reinforce consistency across our network and support our commitment to maintaining strong data privacy and cybersecurity practices throughout the entire Planet Fitness system.



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APPENDIX

Thank you for taking the time to read our 2025 ESG Report. We are proud to share how we are approaching our environmental, social, and governance priorities across Planet Fitness. As our business grows, we remain focused on strengthening the connection between our Purpose and our day-to-day operations in support of our members, team members, franchisees, communities, and other stakeholders.

We welcome continued dialogue as we advance our ESG strategy and reporting practices. To learn more about our initiatives or access past reports, please visit our [PF Purpose webpage](#). If you have questions or feedback, we invite you to contact us 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 GRI and the IFRS Foundation’s SASB standards for the Leisure Facilities industry.²⁵

All disclosures apply to domains within Planet Fitness’ operational control (corporate headquarters and corporate-owned clubs) covering the year ending December 31, 2025, 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	FY25 ²⁶	FY24	FY23	FY22	FY21	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	2,896	2,722	2,575	2,410	2,254	GRI 2-6	
<i>Corporate-owned</i>	292	277	256	234	112		
<i>Franchised</i>	2,604	2,445	2,319	2,314	2,142		
Total members	20.8 million	19.7 million	18.7 million	17.0 million	15.2 million	GRI 2-6	
Corporate club attendance (total check-ins)	65.9 million	62.7 million	56.9 million	46.8 million	20.1 million	SV-LF-000.A	
Workouts taking place in PF gyms	660 million+	602 million+	551 million+	469 million+	380 million+		
Annual revenue	\$1.3 billion	\$1.2 billion	\$1.1 billion	\$936.8 million	\$587 million	GRI 201-1	
Systemwide sales	\$5.3 billion	\$4.8 billion	\$4.5 billion	\$3.9 billion	\$3.4 billion	GRI 201-1	
Total corporate team members	4,393	3,954	3,797	3,137	1,770	GRI 2-7	
<i>Club Support Center (CSC)</i>	373	354	386	342	241		
<i>Corporate-owned clubs</i>	4,020	3,600	3,411	2,795	1,529		
Countries of operations	6	6	5	5	5	GRI 2-1, 2-6	
Entities included in the organization’s sustainability reporting	Introduction / About This Report, page 2					GRI 2-2	
Membership associations	Appendix / Additional Resources, page 54					GRI 2-28	
Reporting period, frequency, and contact point	This report covers calendar year 2025. 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	About This Report / Independent Limited Assurance, page 2 Independent Accountants’ Review Report					GRI 2-5	
Approach to stakeholder engagement	Introduction / Our ESG Strategy, page 6					GRI 2-29	
Process to determine material topics ⁹	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

Metric	FY25	FY24	FY23	FY22	FY21	GRI	SASB
social							
access to fitness							
Approach to ensuring equitable access to fitness.	Social / Access to Fitness, page 9					GRI 3-3	
Members who are first-time gymgoers (%)	36%	40%	40%	40%	40%		
Clubs in “low-income” areas (%) ¹⁴	22%	20%	20%	20%	20%	GRI 203-2	
Number of PF app users	3.9 million+	2.6 million+	--	--	--		
<i>Number of workouts and guides completed</i>	1 million+	1 million+	--	--	--		
<i>Workout tutorials, videos and guides available</i>	1,200+	1,200+	--	--	--		
High School Summer Pass® participants	3.7 million+	nearly 3 million	3 million	3.5 million	--		
High School Summer Pass® workouts logged	19 million +	12 million	14.5 million	17 million	--		
community engagement							
Total contributed to Boys & Girls Clubs of America annually (\$)⁶	\$1.2 million+	\$1.2 million	\$1.2 million	\$1.1 million	\$1.36 million		
Total contributed to Boys & Girls Clubs of America since 2016 (\$)⁶	\$12 million+	\$10.7 million+	\$9.57 million	\$8.38 million	\$7.28 million		
Judgement Free Generation® scholarships awarded annually (#)	50	50	50	50	30		
<i>Value of scholarships awarded annually (\$)</i>	\$250,000	\$250,000	\$250,000	\$250,000	\$150,000		
<i>Value of scholarships awarded to underrepresented minority students annually¹⁸</i>	\$195,000	\$200,000	\$210,000	\$190,000	\$125,000		
Judgement Free Generation® scholarships awarded since 2017	330	280	230	180	130		
<i>Value of scholarships awarded since 2017</i>	\$1,650,000	\$1,400,000	\$1,150,000	\$900,000	\$650,000		
<i>Value of scholarships awarded to underrepresented minority students since 2017¹⁸</i>	\$1,330,00	\$1,135,000	\$935,000	\$725,000	\$535,000		
Mini Judgement Free Zones® built since 2017	50+	45+	40+	35+	35+		

➤ ESG PERFORMANCE METRICS

METRIC	FY25	FY24	FY23	FY22	FY21	GRI	SASB
social							
community engagement							
Volunteering at PF ¹⁶							
Hours volunteered by team members	1,350+	800	--	--	--		
Number of team member volunteers	900+	300	--	--	--		
Number of local organizations supported	200+	70+	--	--	--		
workplace engagement, opportunity & wellbeing							
Approach to managing and investing in our workforce	Social / Workplace Engagement, Opportunity & Wellbeing, page 15					GRI 3-3	
Active Planet Fitness University (PFU) users	40,440	39,625	37,841	30,330	32,000+		
PFU courses available	51	63	86	83	80+	GRI 404-2	
PFU courses completed	937,753	907,147	787,725	773,394	736,000+		
LeadDev module enrollments	2,192	19,794	3,747	1,855	4,100	GRI 404-2	
LeadDev course completion	15,740	16,110	10,953	--	--		
Franchisee groups participating in LeadDev	76	83	86	79	58		
Benefits provided to full-time team members	Social / Workplace Engagement, Opportunity & Wellbeing, page 18					GRI 401-2, 401-3	
% of eligible workforce enrolled in PF 401(k) plan	16.90%	16.70%	13.30%	--	--	GRI 401-2	

➤ ESG PERFORMANCE METRICS

METRIC	FY25	FY24	FY23	FY22	FY21	GRI	SASB
social							
inclusion & belonging							
Approach to fostering inclusion & belonging	Social / Inclusion & Belonging, page 19					GRI 3-3	
Corporate workforce gender representation ²⁷	Social / Inclusion & Belonging, page 21					GRI 405-1	
Women	42.94%	42.13%	42.08%	42.64%	43.00%		
Men	57.06%	57.87%	57.92%	56.85%	51.00%		
Managers & leadership ²⁰						GRI 405-1	
Women	48.19%	47.07%	47.10%	45.83%	49.00%		
Men	51.81%	57.87%	52.90%	54.17%	57.00%		
Non-Managers						GRI 405-1	
Women	42.28%	41.48%	41.32%	42.42%	42.00%		
Men	57.72%	58.52%	58.68%	57.58%	58.00%		
Women in manager+ roles at CSC (%) ²⁸	50.55%	48.04%	45.58%	43.17%	47.00%		
Corporate workforce racial/ethnic representation ²⁷	Social / Inclusion & Belonging, page 21					GRI 405-1	
White	49.35%	49.22%	48.85%	48.79%	53.00%		
Hispanic	16.41%	16.24%	15.89%	15.26%	14.00%		
Black/African American	22.07%	22.10%	20.96%	18.32%	10.00%		
Native Hawaiian/Pacific Islander	0.13%	0.28%	0.42%	0.29%	0.24%		
Asian	2.15%	2.25%	2.15%	2.17%	2.00%		
American Indian/Alaskan Native	0.33%	0.51%	0.45%	0.19%	0.30%		
Doesn't Specify/Two or more races	9.55%	9.41%	11.27%	14.79%	20.00%	GRI 405-1	

➤ ESG PERFORMANCE METRICS

METRIC	FY25	FY24	FY23	FY22	FY21	GRI	SASB
social							
inclusion & belonging							
Managers & leadership ²⁸							
White	65.84%	64.43%	64.52%	67.89%	72.00%		
Hispanic	10.41%	11.06%	10.75%	10.05%	8.00%		
Black/African American	12.44%	12.58%	13.55%	12.50%	5.00%		
Native Hawaiian/Pacific Islander	0.23%	0.43%	0.00%	0.00%	0.00%		
Asian	1.13%	1.52%	1.51%	1.47%	4.00%		
American Indian/Alaskan Native	0.45%	0.00%	0.00%	0.25%	0.00%		
Doesn't Specify/Two or more races	9.50%	9.98%	9.68%	7.84%	11.00%	GRI 405-1	
Non-managers ²⁷							
White	47.24%	47.21%	46.48%	45.93%	50.00%		
Hispanic	17.18%	16.92%	16.67%	16.04%	15.00%		
Black/African American	23.30%	23.36%	22.08%	19.19%	11.00%		
Native Hawaiian/Pacific Islander	0.12%	0.26%	0.49%	0.33%	0.28%		
Asian	2.28%	2.35%	2.25%	2.27%	2.00%		
American Indian/Alaskan Native	0.32%	0.57%	0.52%	0.18%	0.35%		
Doesn't Specify/Two or more races	9.56%	9.33%	11.51%	15.82%	21.00%	GRI 405-1	
Veteran status (%) ²⁹	1.53%	1.94%	1.40%	--	--		
Underrepresented minorities at CSC (%) ²⁷	19.65%	21.47%	23.36%	23.01%	16.00%		
Team Member Resource Groups (TMRGs) (#)	3	3	3	2	--		
TMRG members (#)	75	83	87	75	--		

➤ ESG PERFORMANCE METRICS

METRIC	FY25	FY24	FY23	FY22	FY21	GRI	SASB
social							
health, safety & quality							
Approach to health and safety	Social / Health, Safety & Quality, page 22					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 & Quality, page 22					GRI 403-5	
Facilities inspected for safety (%)	100%	100%	100%	100%	100%	SV-LF-250a.2	
Facilities that failed inspection (%)	0%	0%	0%	0%	0%	SV-LF-250a.2	
Customer fatality rate ³⁰	0.000001	0.000001	0	0	0	SV-LF-250a.1	
Customer injury rate ³⁰	0.000445	0.000665	0.000511	0.000505	0.000128	SV-LF-250a.1	
Total recordable incident rate (TRIR) ³¹	1.99	1.97	2.34	1.10	1.20	GRI 403-9, 403-10	SV-LF-320a.1
Disaster Relief Fund ³²							
<i>Total funds distributed to team members since inception (\$)</i>	\$240,743	\$240,743					
<i>Team members who have received grants since inception (#)</i>	222	222					

ESG PERFORMANCE METRICS

METRIC	FY25	FY24	FY23	FY22	FY21	GRI	SASB
environmental							
climate resilience							
Approach to energy and emissions management	Environment / Climate Resilience, page 26 Planet Fitness Environmental Policy					GRI 3-3	
Total operational energy use (kBtu) ¹¹	485,070,577	434,788,570	390,162,466	368,963,956	195,104,935	GRI 302-1	SV-LF-130a.1
CSC	5,306,104	4,874,022	4,889,535	4,297,163	3,821,868		
Corporate clubs	479,764,473	429,914,548	385,272,931	364,666,793	191,283,067		
Percentage grid electricity	75.88%	79.14%	78.86%	74.05%	59.05%		SV-LF-130a.1
Percentage renewable	0.62%	1.16%	0.97%	0.46%	0.79%		SV-LF-130a.1
Normalized operational energy use (kBtu/square foot) ¹²	79	77	75	92	95	GRI 302-3	
CSC	66	61	59	60	53		
Corporate clubs	79	78	75	94	97		
Franchise club energy use (kBtu) ³³	4,272,711,000	4,056,158,568	3,723,452,618	4,149,868,187	--		
High-efficiency LED lighting systems installed systemwide (%)	95%	89%	85%	80%	--		
Corporate clubs	95%	95%	95%	95%	100%		
Save Energy Systems installed systemwide (%)	33%	28%	21%	--	--		
Corporate clubs	100%	100%	50%	--	--		
Franchise clubs	25%	20%	20%	--	--		

ESG PERFORMANCE METRICS

METRIC	FY25	FY24	FY23	FY22	FY21	GRI	SASB
environmental							
climate resilience							
Operational GHG emissions by scope (MT CO ₂ e, MBM) ¹¹	43,304	37,416	36,086	32,437	15,179		
<i>Scope 1</i>	6,712	4,868	4,506	5,253	4,314	GRI 305-1	
<i>CSC</i>	47	41	38	34	26		
<i>Corporate clubs</i>	6,665	4,827	4,469	5,220	4,287		
<i>Scope 2 (MBM)</i>	36,592	32,549	31,580	27,184	10,865	GRI 305-2	
<i>CSC</i>	326	310	317	260	235		
<i>Corporate clubs</i>	36,266	32,239	31,263	26,924	10,630		
Normalized operational GHG emissions (MT CO ₂ e/square feet, MBM) ¹²	0.0070	0.0067	0.0070	0.0069	0.0076	GRI 305-4	
Operational GHG emissions by scope (MT CO ₂ e, (location-based method (LBM)) ^{11,22}	41,100	37,762	35,338	32,307	15,266		
<i>Scope 2 (LBM)</i>	34,389	32,894	30,832	27,054	10,953	GRI 305-2	
<i>CSC</i>	326	309	314	260	235		
<i>Corporate clubs</i>	34,062	32,585	30,518	26,794	10,718		
Scope 3 GHG emissions (MT CO ₂ e, MBM) ^{23,34}	491,493	456,035	424,765	--	--	GRI 305-3	
<i>Capital goods</i>	30,234	21,719	23,030	--	--		
<i>Purchased goods & services</i>	22,544	21,276	15,817	--	--		
<i>Fuel impacts</i>	10,693	10,460	9,213	--	--		
<i>Employee commuting</i>	4,272	4,299	8,233	--	--		
<i>Waste generated in operations</i>	6,907	6,036	7,614	--	--		
<i>Business travel</i>	3,063	2,575	2,955	--	--		
<i>Franchise clubs</i> ³³	413,780	389,670	357,903	345,934	--	GRI 305-3	

➤ ESG PERFORMANCE METRICS

METRIC	FY25	FY24	FY23	FY22	FY21	GRI	SASB
environmental							
water management							
Approach to water management	Environment / Water Management, page 29 Planet Fitness Environmental Policy					GRI 3-3, GRI 303-1	
Total operational water use (thousand gallons) ¹¹	148,932	139,976	121,061	87,403	34,840	GRI 303-3	
<i>CSC</i>	538	534	578	518	377		
<i>Corporate clubs</i>	148,394	139,442	120,484	86,885	34,463		
Normalized operational water use (gallons/square foot) ¹²	24	25	23	20	17		
Franchise club water use (thousand gallons) ³³	1,113,144	1,209,342	1,023,422	1,154,184	--		
Low-flow shower heads installed system wide (%)	45%	30%	--	--	--		
<i>Corporate clubs</i>	95%	95%	95%	95%	100%		
Corporate clubs with flush-o-meters (%)	95%	95%	95%	95%	100%		

➤ ESG PERFORMANCE METRICS

Metric	FY25	FY24	FY23	FY22	FY21	GRI	SASB
environmental							
waste & recycling							
Approach to waste management	Environment / Waste & Recycling, page 30 Planet Fitness Environmental Policy					GRI 3-3, GRI 306-1, 306-2	
Total operational waste (tons) ¹¹	14,523	12,517	14,129	14,159	7,744	GRI 306-3	
Landfill	11,485	10,096	12,958	13,059	6,623	GRI 306-5	
CSC	56	60	62	52	52		
Corporate clubs	11,429	10,036	12,896	13,006	6,570		
Recycling	3,039	2,422	1,172	1,100	1,122	GRI 306-4	
CSC	16	17	18	16	6		
Corporate clubs	3,023	2,404	1,154	1,094	1,116		
Normalized operational waste footprint (tons/square foot) ¹²	0.0024	0.0022	0.0027	0.0036	0.0039		
Water refill stations available in corporate clubs (%)	95%	95%	90%	75%	--		
sustainable sourcing							
Approach to sustainable sourcing	Environment / Sustainable Sourcing, page 31 Planet Fitness Environmental Policy					GRI 3-3	
Approach to engaging suppliers on environmental factors	Environment / Sustainable Sourcing, page 31 Planet Fitness Environmental Policy					GRI 308-1	
All materials with an environmental feature (%) ¹³	45%	45%	45%	47%	37%		
Cleaning supplies	52%	51%	51%	26%	28%		
Paper products	76%	75%	82%	75%	51%		
Equipment diverted from landfill (%)	100%	100%	100%	100%	100%		

› ESG PERFORMANCE METRICS

METRIC	FY25	FY24	FY23	FY22	FY21	GRI	SASB
governance							
corporate governance & ESG oversight							
Approach to corporate governance	Governance / Corporate Governance & ESG Oversight, page 33					GRI 3-3	
Governance structure and composition	2026 Proxy Statement, pages 18-23					GRI 2-9	
Nomination and selection of the highest governance body	2026 Proxy Statement, pages 24-25					GRI 2-10	
Chair of the highest governance body	2026 Proxy Statement, page 20					GRI 2-11	
Role of the highest governance body in overseeing the management of impacts	2026 Proxy Statement, page 23					GRI 2-12	
Delegation of responsibility for managing impacts	Governance / Corporate Governance & ESG Oversight, page 34					GRI 2-13	
Role of the highest governance body in sustainability reporting	Governance / Corporate Governance & ESG Oversight, page 34					GRI 2-14	
Evaluation of the performance of the highest governance body	2026 Proxy Statement, page 19					GRI 2-18	
Collective knowledge of the highest governance body	2026 Proxy Statement, pages 16, 19					GRI 2-17	
Board of Directors — tenure ²⁴	Governance / Corporate Governance & ESG Oversight, page 33 2026 Proxy Statement, page 17						
0-4 years	30.0%	37.5%	42.9%	37.5%	--		
5-9 years	50.0%	50.0%	42.9%	37.5%	--		
10+ years	20.0%	12.5%	14.3%	25.0%			
Board of Directors — age ²⁴	Governance / Corporate Governance & ESG Oversight, page 33 2026 Proxy Statement, page 17					GRI 405-1	
55-60 years	40.0%	37.5%	28.6%	37.5%	--		
61-65 years	40.0%	37.5%	42.9%	37.5%	--		
66-70 years	0.0%	25.0%	28.6%	25.0%	--		
71-75 years	20.0%	--	--	--	--		
Board of Directors — racial/ethnic representation ²⁴	Governance / Corporate Governance & ESG Oversight, page 33 2026 Proxy Statement, page 17					GRI 405-1	
Asian	20.0%	12.5%	14.3%	12.5%	--		
Black/African American	20.0%	12.5%	14.3%	12.5%	--		
White	50.0%	62.5%	57.1%	75.0%	75.0%		
Undisclosed	10.0%	12.5%	14.3%	--	--		

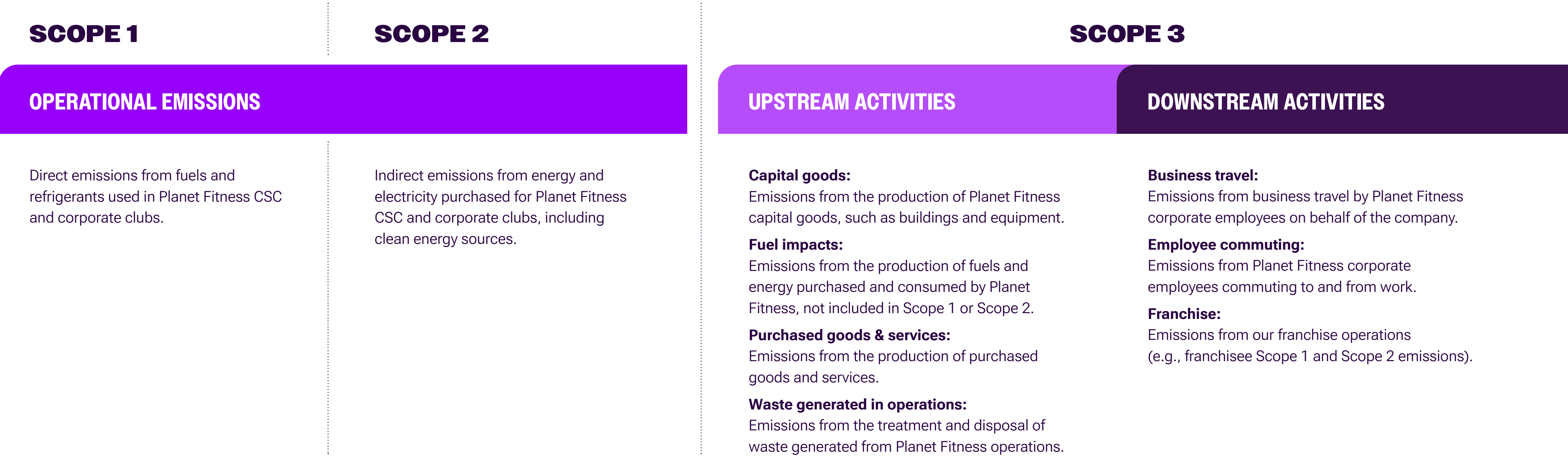
➤ ESG PERFORMANCE METRICS

METRIC	FY25	FY24	FY23	FY22	FY21	GRI	SASB
governance							
corporate governance & ESG oversight							
Board of Directors — gender representation ²⁴	Governance / Corporate Governance & ESG Oversight, page 33 2026 Proxy Statement, page 17					GRI 405-1	
Female	50.0%	50.0%	42.9%	37.5%	25.0%		
Male	40.0%	37.5%	42.9%	62.5%	75.0%		
Undisclosed	10.0%	12.5%	14.3%	--	--		
Remuneration policies	2026 Proxy Statement, page 28					GRI 2-19	
Process to determine remuneration	2026 Proxy Statement, pages 29-54					GRI 2-20	
CEO pay ratio	422:1	575:1	12:1	262:1	313:1	GRI 2-21	
ethical business practices & compliance							
Approach to business ethics and human rights	Governance / Ethical Business Practices & Compliance, page 35 Planet Fitness Human Rights Policy					GRI 3-3	
Conflicts of interest	Governance / Ethical Business Practices & Compliance, page 35 Code of Ethics for Senior Financial Officials, pages 2-3					GRI 2-15	
Policy commitments	Governance / Ethical Business Practices & Compliance, page 35 Code of Ethics Planet Fitness Policies Planet Fitness Human Rights Policy Planet Fitness Environmental Policy					GRI 2-23	
Embedding policy commitments	Governance / Ethical Business Practices & Compliance, page 35					GRI 2-24	

➤ ESG PERFORMANCE METRICS

Metric	FY25	FY24	FY23	FY22	FY21	GRI	SASB
governance							
ethical business practices & compliance							
Compliance with laws and regulations	Introduction / Our ESG Strategy, page 6 Environment / Approach to Environmental Management, page 25 Governance / Ethical Business Practices & Compliance, page 35 Governance / Data Privacy & Cybersecurity, page 37 <i>2025 Annual Report, page 14</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%	100%	GRI 412-2	
Mechanisms for seeking advice and raising concerns	Governance / Ethical Business Practices & Compliance, page 35 <i>Code of Ethics, pages 13-15</i>					GRI 2-26	
Communication and training about anti-corruption policies and procedures	Governance / Ethical Business Practices & Compliance, page 35 <i>Code of Ethics, pages 4-5</i>					GRI 205-2	
data security & privacy							
Approach to data security and privacy	Governance / Data Privacy & Cybersecurity, page 37 <i>Privacy Policy</i>					GRI 3-3	

> GHG EMISSIONS CATEGORIES



ADDITIONAL RESOURCES

GENERAL DISCLOSURES

- [About Planet Fitness](#)
- [Planet Fitness Newsroom](#)
- [PF Purpose](#)
- [2024 ESG Report](#)
- [2023 ESG Report](#)
- [2022 ESG Report](#)
- [Investor Relations](#)
- [2025 Annual Report](#)
- [2026 Proxy Statement](#)

MEMBERSHIP ASSOCIATIONS

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

SOCIAL

- [Planet Fitness Blog](#)
- [Planet Fitness Mobile App](#)
- [PE@PF](#)
- [Planet Fitness Continues Community Support Through Flexing For Good™ Volunteer Initiative](#)
- [Planet Fitness Kicks Off Annual October Fundraiser Celebrating 10 Years of Partnership With Boys & Girls Clubs of America](#)
- [More Than 3.7 Million Teens Participate in Planet Fitness' High School Summer Pass™ Program, Building Lifelong Health And Wellness Habits Through Fitness](#)
- [Planet Fitness Awards \\$250,000 In Scholarships To 50 Boys & Girls Clubs of America Teens For Their Commitment To Promoting Judgement Free™ Values](#)

ENVIRONMENTAL

- [Planet Fitness Environmental Policy](#)
- [2025 Climate Resilience Summary Report](#)
- [Independent Accountants' Review Report](#)

GOVERNANCE

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

ENDNOTES

- 1

As of December 31, 2025.
- 2

As reported in our 2025 Form 10-K.
- 3

Participation and workout data applies to High School Summer Pass in the United States and Canada only and does not include data from the Teen Fit Pass program in Australia.
- 4

Program participants receive a free classic card membership for the duration of the program.
- 5

Based on a survey of teen High School Summer Pass participants and their parents; conducted by Planet Fitness.
- 6

Total contribution includes corporate monetary contributions and funds raised from members, team members, franchisees, and vendors.
- 7

Compared to the Achievers benchmark, which is 79.
- 8

Total corporate team members across Planet Fitness Corporate Support Center (CSC) and corporate-owned club locations as of December 31, 2025.
- 9

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.
- 10

Over 3.7 million teen participants in 2025, \$15 per month, three-month program.
- 11

“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 CSC and corporate-owned clubs.
- 12

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.
- 13

Reflects purchasing data for the roughly 45% of our system who contract with vendors who provide reporting on supplies with environmental features. Data represents percentage of total reported spend.
- 14

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.
- 15

June 1, 2025 - August 31, 2025.
- 16

Data includes volunteering by team members in the U.S. and Canada only.
- 17

Benefits listed are available to eligible team members only.
- 18

Underrepresented minorities include Hispanic, Black/African American, Native Hawaiian/Pacific Islander, Asian, American Indian/Alaska Native or two or more races.
- 19

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.
- 20

Includes all CSC team members in manager+ roles and all corporate club managers.
- 21

[NASA. “Global Temperature - Earth Indicator.” January 21, 2026.](#)
- 22

Due to rounding, numbers presented may not reflect exact totals.
- 23

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.
- 24

Reflects Planet Fitness, Inc. Board of Directors composition as of March 25, 2026.
- 25

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.
- 26

Each italicized response references an external document or resource relevant for this reporting year.
- 27

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 CSC and our corporate-owned clubs who self-identified.
- 28

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.
- 29

Reflects percentage of total U.S. corporate workforce that self-identified as a military veteran.
- 30

Customer fatality and injury rates calculated as: statistic count / million customers.
- 31

Incident rate calculated as: (number of injuries and illnesses x 200,000) / employee hours worked. TRIR values for FY22 and FY21 have been updated to correct calculation errors found during internal verification of underlying data.
- 32

Following a review of past reported data, we have restated FY24 Disaster Relief Fund values to correct errors.
- 33

We extrapolated emissions as well as energy and water consumption for more than 2,000 franchises based on available data for >250 franchises using an average energy use intensity.
- 34

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.