



planet fitness[®]

2022 ESG REPORT

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letter from our ceo

At Planet Fitness, our goal is to provide a gym experience that is both affordable and welcoming to people of all fitness levels and body types – one that does not tolerate the intimidating attitudes and behavior that can be commonplace at fitness clubs. With that in mind, our business is founded on what we refer to as the *Judgement Free Zone*, a place where everyone can feel accepted, respected and empowered to build healthy habits. This approach is core to our brand – it guides how we operate and sets us apart from our competitors. It also comes with a lot of responsibility.

Providing access to fitness in underserved communities continues to be our biggest opportunity to drive health equity. While a complex issue, research shows that lower-income communities experience a disproportionate rate of adverse health impacts such as heart conditions, obesity and behavioral risk factors. With approximately 20% of our clubs located in areas the U.S. government deems “low income,” we are committed to providing a more affordable and high-quality way to improve the physical and mental health, and overall wellbeing, of those who need it most.

Today, in a society that can feel divided at times, where people are quick to label one another, and where bullying continues to plague our youth, the idea of being judgement free has taken on a much deeper meaning, and the need for belonging is greater than ever. While I am proud to continue to provide access to fitness through our affordable price points and expansive network of Planet Fitness clubs, I am even more proud of our efforts to create a healthier and more inclusive future for our members, team members, communities and the next generation.

Following the staggering reports about teens’ mental and physical health, we re-launched our High School Summer Pass program, providing free access to our gyms for over 3.5 million teens and giving them a safe place where they could work out, de-stress and find community during the summer. To further deliver on our values of inclusivity and belonging and our commitment to youth, we supported the It Gets Better Project and their mission to uplift, empower and connect LGBTQ+ youth through our 2022 Pride Collection, with 100% of profits benefiting the organization.

At our Corporate Headquarters, we saw progress against our timebound goals to increase representation among our workforce, conducted an annual pay equity audit and introduced two Employee Resource Groups to support and provide allyship to women and working parents. Across our system, team members extended the Judgement Free Zone beyond our gym doors through volunteerism and advocacy in their own backyards.

We also continue to prioritize sustainable operations. Across our clubs, we strive to be responsible stewards and continue to find ways to reduce energy and water consumption and

waste. We have also made an effort to work with suppliers who prioritize sustainability and have included environmental, social and governance (ESG)-related considerations in our vendor procurement process.

We know there is still much work to be done to create a more judgement free planet where health and wellness is within reach for all and this report serves to celebrate the achievements we have made against our ambitions, but more importantly, to guide us in pushing forward.

More than 30 years after our founding, our core message to members, communities and to anyone who wants to incorporate fitness into their lives remains more important than ever – You Belong at Planet Fitness.

Best,



CHRIS RONDEAU



about planet fitness

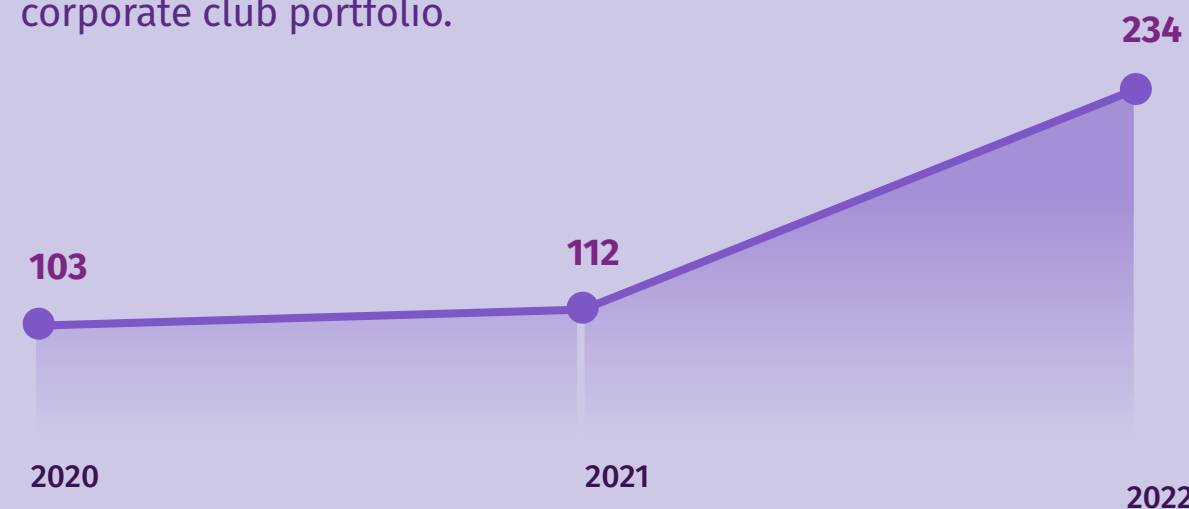
At Planet Fitness, we are committed to breaking down barriers to fitness to ensure health and wellness is within reach for all. Through our high-quality, low-cost business model and the judgement free environment we cultivate, we are on a mission to democratize fitness so that everyone can experience the physical, mental and emotional benefits of an active lifestyle.

Our business is built on a 30-year legacy of providing affordable, high-quality fitness to millions of people. For more than 20 years, we have kept the price of our basic membership at \$10 per month, consistently offering a low point-of-entry for the 80% of the U.S. population that doesn't belong to a gym. As one of the fastest-growing franchisors and operators of fitness centers in the world, with more members than any other fitness brand, we have the responsibility to leverage our size and scale to positively impact millions of members by providing the tools and support to build healthy habits.

But affordability is just one barrier and, for some, intimidation or "not knowing where to start" are also major factors keeping people out of gyms. Our approach to judgement free fitness enables our members to feel accepted, respected and supported, no matter who they are or where they are on their fitness journey.

YEAR-OVER-YEAR CORPORATE CLUBS GROWTH

We have seen steady growth in corporate clubs over the past several years. The acquisition of Sunshine Fitness Growth Holdings, a leading Planet Fitness franchisee in the Southeast United States, significantly expanded our corporate club footprint from 2021 to 2022. Owning corporate clubs is an important part of our strategy, and the acquisition of Sunshine Fitness increases access to fitness and provides geographic diversity to our corporate club portfolio.



2022 PLANET FITNESS HIGHLIGHTS

\$3.9 Billion

in system-wide sales

\$936.8 Million

in annual revenue

469 Million+

workouts taking place in Planet Fitness gyms

17 Million

members

2,410

clubs

- 2,176 Franchise

- 234 Corporate

30

years of operation

6

countries

about planet fitness

We are guided by our purpose to create a more judgement free planet where health and wellness is within reach for all.

HOW WE DELIVER ON OUR PURPOSE

Access

We increase access to fitness for all through our affordable memberships, non-intimidating environment, more accommodating equipment options and investment in community partners and programs.

Inclusion

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

Sustainability

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

By focusing on Access, Inclusion and Sustainability, we can deepen our impact and enable more people to improve their wellbeing.

“ Planet Fitness made its mark in the fitness industry by welcoming those who previously felt intimidated by joining a gym. Our belief that everyone should have access to health and wellness, and our commitment to breaking down barriers that stand in the way, has continued to shape how we operate our business, create value for our stakeholders and engage with our communities.

In 2022, we remained focused on advancing our ESG priorities, including launching new initiatives to make fitness more accessible, championing inclusivity and diversity, and increasing rigor around tracking and reporting on our environmental footprint.

I am proud of the work we have accomplished so far and am energized by the work ahead of us as we strive to create a more judgement free planet where health and wellness is within reach for all.

– MCCALL GOSSELIN , SVP, COMMUNICATIONS & SOCIAL IMPACT

”

about this report

Our ESG strategy is built on our belief that we are positioned to make a positive impact by increasing access to fitness, creating inclusive clubs, cultures and communities, and prioritizing sustainable business practices. The 2022 Planet Fitness ESG Report provides a holistic view of the impacts of our operations, and underscores the connection between our business and our purpose-related efforts – from our social impact to our environmental footprint.

REPORTING OUR ESG ACTIONS AND METRICS

The disclosures in this report cover our 2022 fiscal year (January 1 – December 31, 2022), unless otherwise stated, and demonstrate our commitment to meaningful, systemic and long-term value creation for our stakeholders.

We constantly work to strengthen and refine our approach to ESG reporting, including expanding our impact measurement, enhancing and formalizing our data collection processes and aligning to internationally recognized frameworks and standards. As such, this report is prepared in alignment with the International Sustainability Standards Board’s (SASB) standards for the Leisure Facilities industry. This year, we have also provided an expanded data table that includes ESG-related metrics that are relevant to our business beyond those reported in alignment with SASB. Both of these resources can be found in the Appendix section of this report beginning on page 39.

As we continue to evolve our ESG disclosures, we look forward to further refining our reporting frameworks and learning from our peers and partners to remain aligned with advancing industry and non-financial reporting practices.

PRIORITIZING OUR MATERIAL ISSUES

We are committed to reevaluating our priorities to ensure that we are addressing the issues that matter most to our business and our stakeholders, which include our team members, members, investors, communities, suppliers and other partners. Our most recent materiality assessment, conducted in 2021, identified eight highest priority topics, which we track closely throughout the year and report on annually in our ESG Report.

In reviewing our 2022 business priorities, stakeholder engagement topics, regulatory environment and industry trends, we determined that the material issues identified in the 2021 assessment are still those most relevant to Planet Fitness.

HIGHEST PRIORITY MATERIAL ESG ISSUES

Access to Fitness

Diversity, Equity & Inclusion

Human Capital Investment

Health & Safety

Energy & GHG Emissions

Sustainable Operations

Ethics, Transparency & Governance

Data Security & Privacy

2022 highlights

social

3.5 Million

teens reached through High School Summer Pass

7%

year-over-year increase in underrepresented minorities at PFHQ

\$8.38 Million

contributed to the Judgement Free Generation® since 2016¹

First-ever **pay equity audit**

completed

environmental

13%

decrease in total normalized GHG emissions²

47%

of purchased materials had an environmental feature⁴

18%

decrease in normalized corporate club water use³

100%

of equipment donated or resold

governance

50%

gender and racial/ethnic diversity across our Board of Directors

100%

participation in annual ethics & compliance trainings by our workforce

Conducted our **second annual holistic risk assessment** of our data security system.

awards & recognitions

Entrepreneur

2023 Franchise 500 #1 Fitness Brand

Newsweek

America's Best Customer Service
2022 #2 Fitness Centers

¹ Total contribution includes corporate monetary donations and funds raised from members, team members, franchisees and vendors.

² We use square footage to normalize year-over-year emissions due to the fact that some energy is required to maintain facilities at all times. Normalized data excludes corporate clubs not in operation or not under Planet Fitness' operational control for the duration of fiscal year 2022 (January 1, 2022 - December 31, 2022).

³ We have determined that number of check-ins is the most accurate metric to normalize water use in corporate clubs as absolute water use most directly correlates to occupancy. Normalized data excludes corporate clubs not in operation or not under Planet Fitness' operational control for the duration of fiscal year 2022 (January 1, 2022 - December 31, 2022).

⁴ Reflects purchasing data for janitorial, cleaning and paper products for the roughly 80% of our system who contract with vendors who provide reporting on supplies with environmental features. Data represents percentage of total reported spend.

Delivering on our purpose to create a more judgement free planet where health and wellness is within reach for all – now and in the future – requires addressing multiple facets of the health continuum. Our strategic approach prioritizes increasing access to fitness, ensuring a safe environment for our members and team members, creating opportunities for youth to build healthy habits and relationships, and fostering inclusive cultures in our clubs, communities and workplace.

social

access to fitness

Physical fitness is a critical part of overall health and directly contributes to improved wellbeing – it can reduce risks of major illnesses, such as heart disease, stroke and diabetes, increase energy levels and improve cognitive function. We also know that increased physical activity is inextricably linked with mental wellbeing, as fitness is directly connected to improved sleep and reduced anxiety, depression and stress.

This is why Planet Fitness is committed to democratizing fitness for all – because when we are healthier physically, we are healthier mentally and emotionally as well. Our model is built on the principle that everyone deserves access to a high-quality

gym experience, and we know that breaking down barriers such as cost, intimidation and convenience is essential to getting people both started on their fitness journeys, and able to maintain their commitments to their health.

17 Million
members

77%
of Americans live within 10 miles
of a Planet Fitness club



access to fitness

MAKING FITNESS AFFORDABLE

Fitness should never be a financial burden, but cost is too often a significant barrier to access. That's why we continue to eliminate the inequity in health through our affordable price point. For more than 20 years, we have maintained our \$10 monthly fee for a standard membership, which provides an accessible point of entry for people to build healthy lifestyles. While we keep our costs low, we are committed to offering a quality experience with regularly updated equipment that keeps members coming back and continuing to work toward their fitness goals.

Research has shown that lower-income communities see a higher rate of adverse health impacts, such as obesity, chronic stress and diseases, such as cancer and diabetes. We recognize this is a complex issue with many contributing factors, including housing, nutrition, health care and employment. While physical exercise is only one determinant of overall health, Planet Fitness remains committed to doing our part to help drive health equity by providing affordable fitness for all.

MAKING HIGH-QUALITY FITNESS ATTAINABLE

PE@PF

Our free small group training program offers members extra support and guidance from our certified trainers.

PF Trainers

Our certified trainers are available to support anyone on the gym floor whenever they may want additional instruction or motivation.

PF App Content

We offer hundreds of guided workouts on the PF App for all different fitness levels and abilities.

~20%

of our clubs are located in areas that the U.S. government deems "low income," providing access to affordable, high-quality fitness in underserved communities



access to fitness

PROVIDING AN INCLUSIVE, JUDGEMENT FREE ZONE® FOR ALL

Our Judgement Free Zone® provides a welcoming, non-intimidating environment where everyone can feel accepted, respected and empowered to build healthy habits – regardless of their fitness level. Our goal is to provide first-time and casual gym-goers with a fitness experience that provides a sense of community and connection that will not only get them in the door, but keep them returning to the gym.

~40%
of members are
first-time gym-goers

INCREASING ACCESSIBILITY WITH INNOVATIVE TOOLS & RESOURCES

As a company dedicated to advancing wellbeing for all, we have a responsibility to our members to offer support at every stage of their fitness journeys through innovative digital tools, high-quality equipment and tailored guidance. We provide a variety of resources to increase accessibility, including in-app offerings that highlight seated workouts for those with more limited mobility and audio-only guided walks for the visually impaired. Furthermore, to increase the accessibility of our equipment for those with varying physical abilities, we continue to work with our vendors to explore opportunities to incorporate adaptive equipment into our clubs.

We leverage digital tools to continue to remove barriers to fitness and allow members to self-manage their gym experience, from offering a digital check-in to reduce intimidation at the front desk to enabling mobile payments for increased privacy. To ensure that members can safely and effectively use each piece of equipment in our facilities, there are QR codes on all strength and cardio machines that direct members to a step-by-step tutorial on how to properly use the equipment.



For members who need extra flexibility with their workouts or those who may not yet feel comfortable stepping inside a fitness center, we have developed curated workouts that can be accessed from anywhere through the PF app. This includes a popular “couch to gym” series aimed at motivating first-time gym-goers, helping to build their confidence through teaching the fundamentals of fitness.

access to fitness

GIVING YOUTH ACCESS TO FITNESS WITH HIGH SCHOOL SUMMER PASS

In 2022, Planet Fitness brought back our High School Summer Pass™ (previously known as Teen Summer Challenge) program, which invited high school teens ages 14-19 to work out in our gyms for free during the months of May through August. Held for the first time since 2019, the initiative delivers on our purpose of ensuring health and wellness is within reach for all, particularly for the less than 15% of teens who met the daily physical activity recommendation during the pandemic.⁵

Through the program, we were able to engage millions of teens, many of whom had never been in a fitness club before. This is especially important for a generation deeply impacted by the pandemic; three in five teens reported that their usual health and fitness routines were severely disrupted in the last two years – a time when almost half (48%) of teens reported struggling with mental health for the first time.⁶

To ensure that all teens were able to work out safely and effectively, our trainers designed a series of 15 guided workout videos for teens across all fitness levels. To learn more about how Planet Fitness uses digital tools to support accessible fitness, see page 11.

“Today’s teens are coming of age in a singular time and face unique challenges as a result of growing up amidst the turmoil of a global pandemic, widespread societal and environmental uncertainties, and an increasingly online world. Giving them a safe and welcoming place where they can work out, de-stress and find community is simply one way we can help support the mental and physical health of this next generation.”

– CHRIS RONDEAU, CHIEF EXECUTIVE OFFICER

To promote High School Summer Pass and provide benefits that extended beyond those associated with fitness, Planet Fitness launched a scholarship sweepstakes during which every participant was eligible to win one \$500 award in each state and one grand prize scholarship of \$5,000.



3.5 Million
teens participated

17 Million
workouts completed

67%
of participating teens had never
been in a fitness club before

80%
of teens felt happier or more confident after
using their High School Summer Pass⁷

86%
of parents said High School Summer Pass opened
communication with their teens about wellness⁷

82%
of parents said other family members
were inspired to get moving⁷

⁵ Association of Children’s Physical Activity and Screen Time With Mental Health During the COVID-19 Pandemic, Journal of American Medical Association (JAMA), [JAMA Network Open](#)

⁶ Based on a national study commissioned by Planet Fitness; online survey conducted by Material to 1,012 nationally representative American teens aged 15 – 18 and their parents, with a margin of error of +/- 3 percent.

⁷ Based on a survey of teen High School Summer Pass participants and their parents; conducted by Planet Fitness from June 9-15, 2022.

judgement free generation®

The Judgement Free Generation® is Planet Fitness' signature initiative to promote kindness and acceptance among today's youth in partnership with Boys & Girls Clubs of America. With the support of our franchisees, team members, members and communities, we provide youth with access to the opportunities and tools they need to reach their potential and advance their social, emotional, mental and physical wellbeing.

JUDGEMENT FREE GENERATION® SCHOLARSHIPS

Planet Fitness launched our Judgement Free Generation® scholarship program in 2017 to recognize and reward youth who are actively promoting kindness and inclusion in their communities. Since then, we have reached **180 inspiring youth with scholarships worth \$5,000 each**, helping to ease the financial burden of secondary education, while going beyond the typical recognition available for athletics and academics alone.

MINI JUDGEMENT FREE ZONES®

Planet Fitness has constructed customized versions of our Judgement Free Zones® for Boys & Girls Clubs across the country that meet youth where they are and provide access to safe, welcoming spaces where they can begin building lasting, healthy habits through fitness. By creating these spaces, we are also able to engage Planet Fitness volunteers, vendors and business partners and give a second life to our cardio and strength machines.

TRAUMA-INFORMED CARE TRAINING

Through the initiative, we are committed to helping equip Boys & Girls Club staff with tools and resources to create the most inclusive and emotionally safe spaces for youth and prevent bullying before it starts. That's why we focused our funding on supporting trauma-informed care training for staff – a six-month, evidence-based training that equips staff to better understand the impacts trauma can have on teens' own wellbeing as well as their relationships and interactions with others. With the global pandemic and increased national dialogue around social justice, the organization has seen firsthand the breadth of issues youth today are facing. By recognizing and coping with trauma in real-time, the organization and its members are better set up to create caring, connected communities that promote a more judgement free generation.



COMMUNITY KINDNESS GRANTS

To help extend our judgement free culture, we empower local Boys & Girls Clubs to spread kindness within their own communities through Community Kindness Grants, which fund local service projects – from park clean-ups to a pen pal program for military veterans – created and executed by local youth.

“We are beyond grateful for the Mini Judgement Free Zone in our East Boston Club. Our locations can only be successful with strong community partnerships to support the work we do, and Planet Fitness has provided the teens that we serve with an amazing opportunity to be healthy and accomplish their fitness goals. Planet Fitness has always been there for our club and our community!”

– MICHAEL TRIANT, EXECUTIVE DIRECTOR, SALESIAN BOYS & GIRLS CLUB

judgement free generation®

JUDGEMENT FREE GENERATION® BY THE NUMBERS

180
scholarships
distributed
since 2017

\$8.38M
contributed to
Boys & Girls Clubs
since 2016⁸

35+
Mini Judgement
Free Zones® created
since 2018



▲ Our Alder Partners franchise group unveiling a Mini Judgement Free Zone® at the Boys & Girls Club of East Boston

“Everyone at Planet Fitness knows firsthand the power of creating a judgement free culture, which makes it all the more invigorating to collectively use that power to impact our communities. I’ve personally had the pleasure of helping open six mini Judgement Free Zones, and can attest to the positive force of this program on the next generation of young people.”

– TIM KELLEHER, CEO OF TAYMAX GROUP, PLANET FITNESS FRANCHISEE

⁸ Total contribution includes corporate monetary donations and funds raised from members, team members, franchisees and vendors.

diversity, equity & inclusion

At Planet Fitness, we are committed to advancing diversity across our organization and to promoting equity in the communities we serve. We believe in the diversity of ideas, perspectives and characteristics — including gender, race, ethnicity, age, sexual orientation, cultural background, religious beliefs and value systems, veteran status and disability — and strive to create a more inclusive environment in our workplace, clubs and communities where all can thrive.

To guide our vision, we established our DE&I Roadmap in 2020 in collaboration with a cross-functional Task Force. Our strategy is based in four key pillars:

- Build and attract a diverse workforce
- Empower our teams
- Foster an inclusive culture
- Invest in partners and programs

We are focused on making progress against our DE&I strategy, including through upholding policies to ensure that all members feel accepted and respected. These include policies to protect the rights of transgender members and our commitment to being an equal opportunity provider. For more, see our [Policies page](#).

“At Planet Fitness, we recognize both the responsibility and the opportunity we have to represent, advance and advocate for diversity in the fitness industry. In our clubs, we aim to ensure our team members reflect the communities they serve. We know that setting and tracking workforce representation goals are important early steps in our DE&I journey and will help us continue to identify initiatives and actions to build a more inclusive, diverse workforce that will best serve our member base.”

– KATHY GENTILLOZZI, CHIEF PEOPLE OFFICER

OUR DE&I VISION

We are more than your neighborhood fitness center – we are the Judgement Free Zone®. Celebrating and championing diversity. Increasing access to fitness and wellness. Providing an environment where everyone feels like they belong.

These foundational promises are the bedrock of our company, and they extend beyond the workout experiences we provide to our members. Our Judgement Free Zone® embodies our commitment to Diversity, Equity & Inclusion (DE&I) and fuels our actions not only within our clubs, but also for our team members, franchisees and the communities we serve.

diversity, equity & inclusion

BUILDING & ATTRACTING A DIVERSE WORKFORCE

We are committed to building a diverse workforce that reflects the communities where we live, work and work out. By actively fostering a diverse and inclusive culture, we can better serve our members and communities.

In late 2021, we put intention behind our commitment to diversity, equity and inclusion by setting timebound goals to increase representation at our headquarters. In 2022, we began actioning on those goals through our talent attraction and retention strategy focused on hiring, promoting and empowering women and underrepresented minorities.⁹

While we saw a 4% year-over-year decrease in women representation among manager and above levels due to changes in our workforce from the acquisition of Sunshine Fitness in February 2022, we believe that we can continue the positive momentum in women’s promotions and retention from this year to remain on track of reaching our goal of 50% gender parity in manager+ roles by 2025.

Additionally, in 2022 we conducted an annual pay equity audit as part of our efforts to ensure gender and racial pay equity among headquarters team members. Conducted by a third-party expert, the audit results showed zero statistically significant pay gaps with respect to gender or race across all career level team member groupings at PFHQ.

DE&I PROGRAM PROGRESS¹⁰

23%

underrepresented minorities among PFHQ workforce

7% YoY increase and significant upward progress in service to our 2025 goal

4%

YoY increase in underrepresented minority hiring at PFHQ

including a 9% increase at the manager+ level

4%

YoY decrease in women in leadership roles at PFHQ

due to changes in our workforce from the acquisition of Sunshine Fitness

11%

YoY increase in women being promoted at PFHQ

including a 9% increase at manager+ level

13%

YoY decrease in voluntary departures among women at PFHQ

⁹ Hispanic, Black/African American, Native Hawaiian/Pacific Islander, Asian, American Indian/Alaska Native or two or more races.

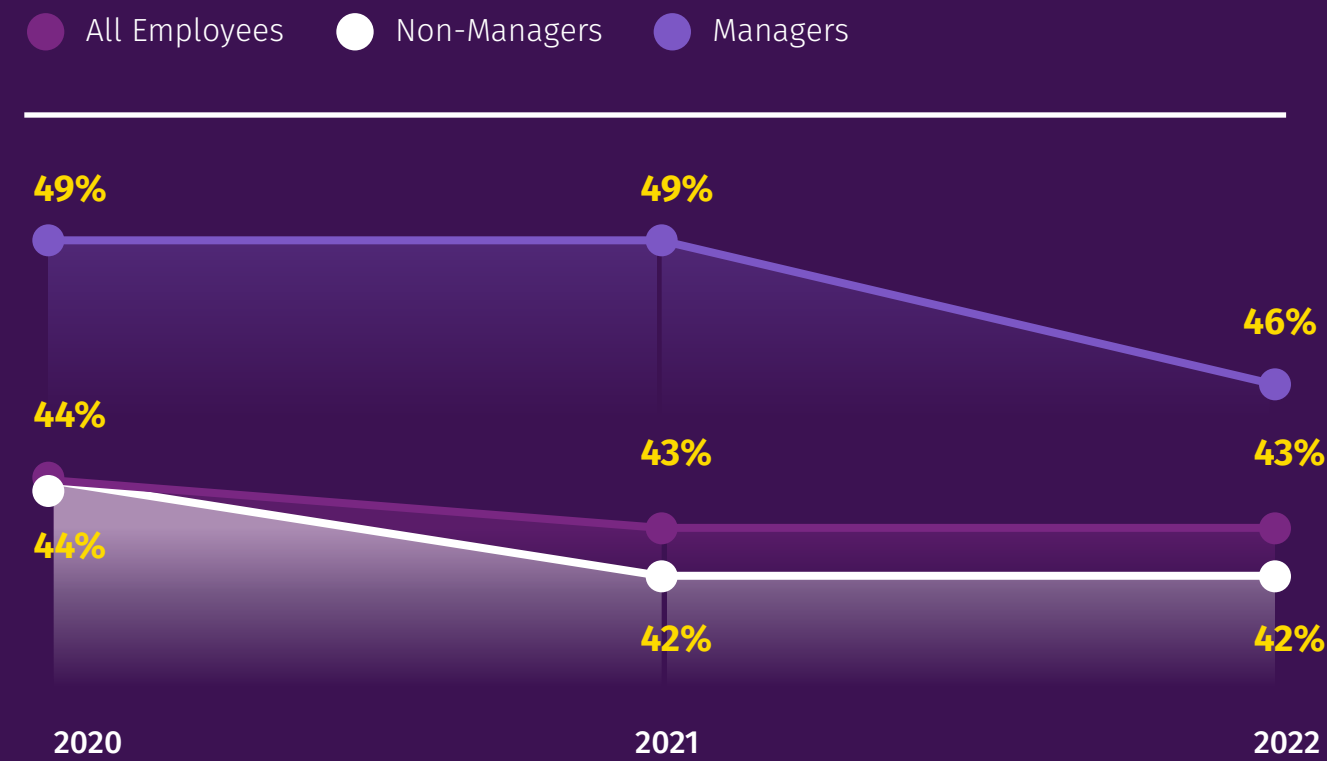
¹⁰ All figures representative of PFHQ workforce.



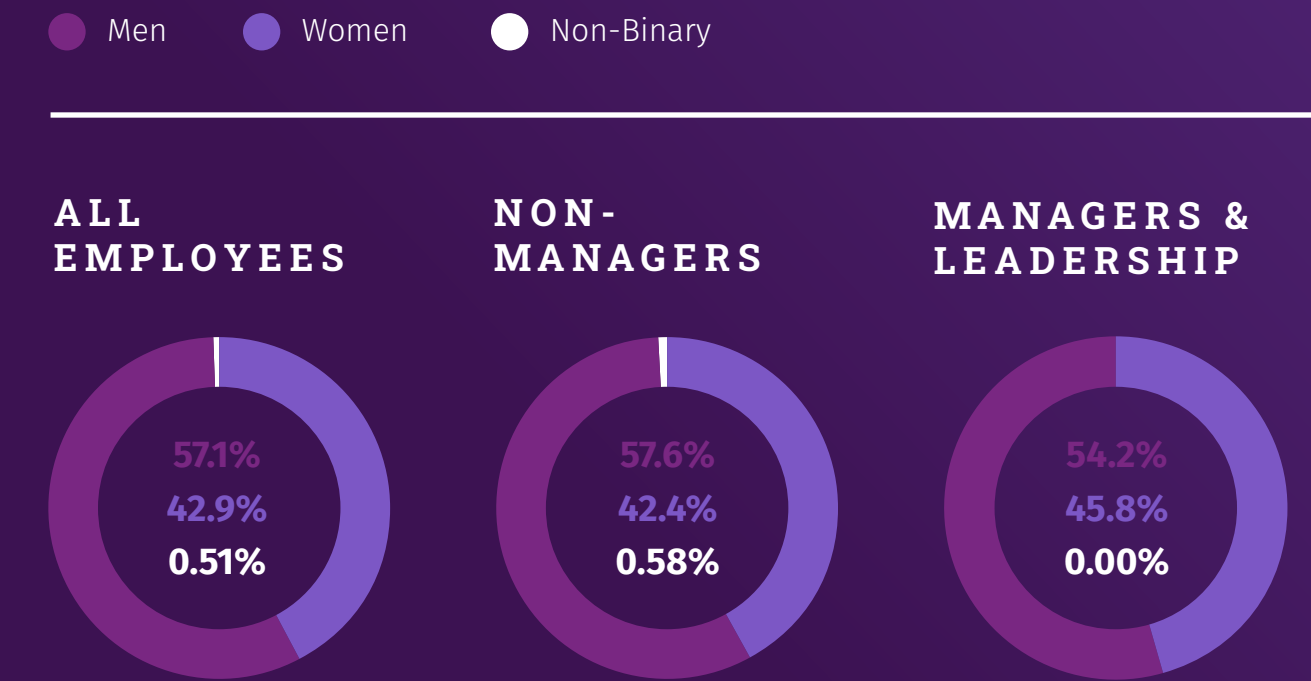
WORKFORCE REPRESENTATION DATA¹¹

Our workforce data is inclusive of team members at our headquarters and corporate clubs in 2022. This year, we expanded our team members self-ID options and data tracking to include non-binary gender status.

YEAR-OVER-YEAR GENDER DIVERSITY (% of workforce women)¹²

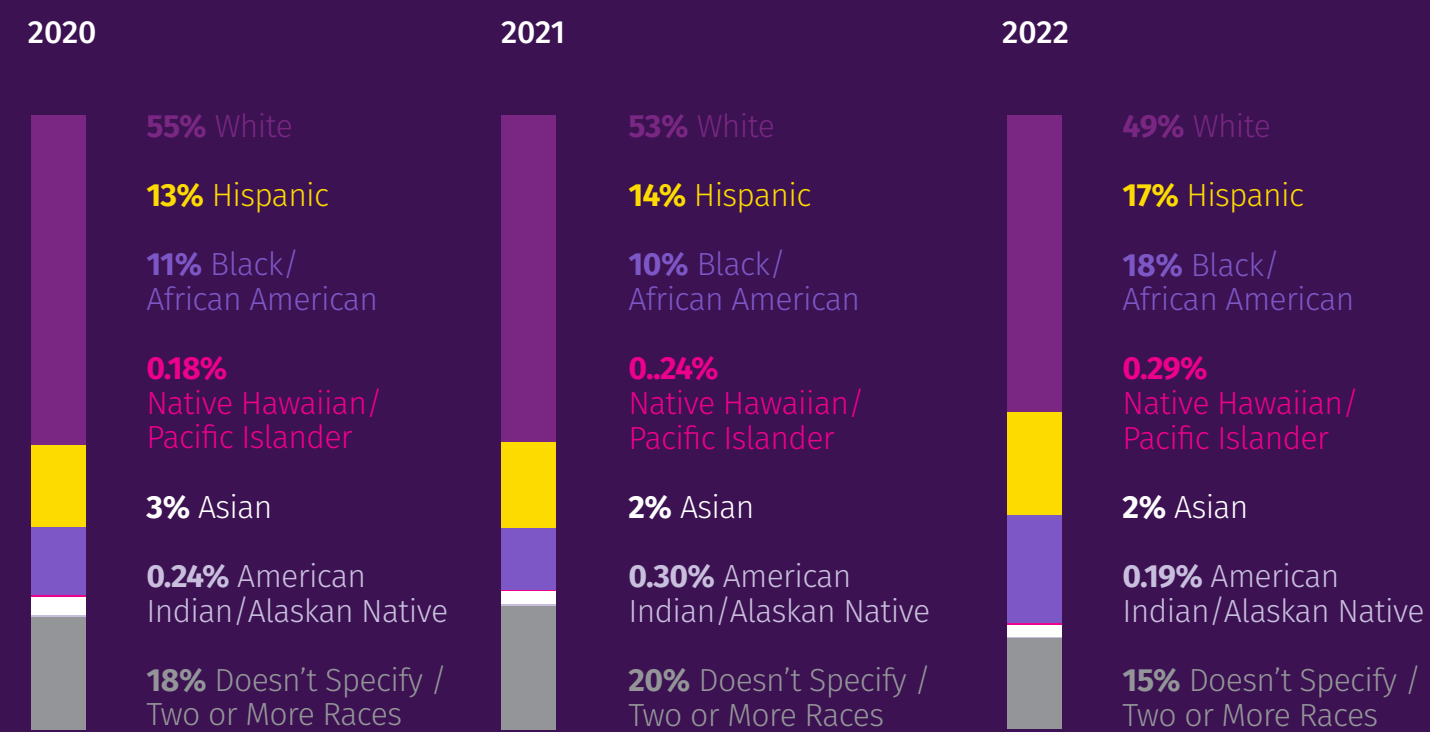


2022 GENDER DIVERSITY

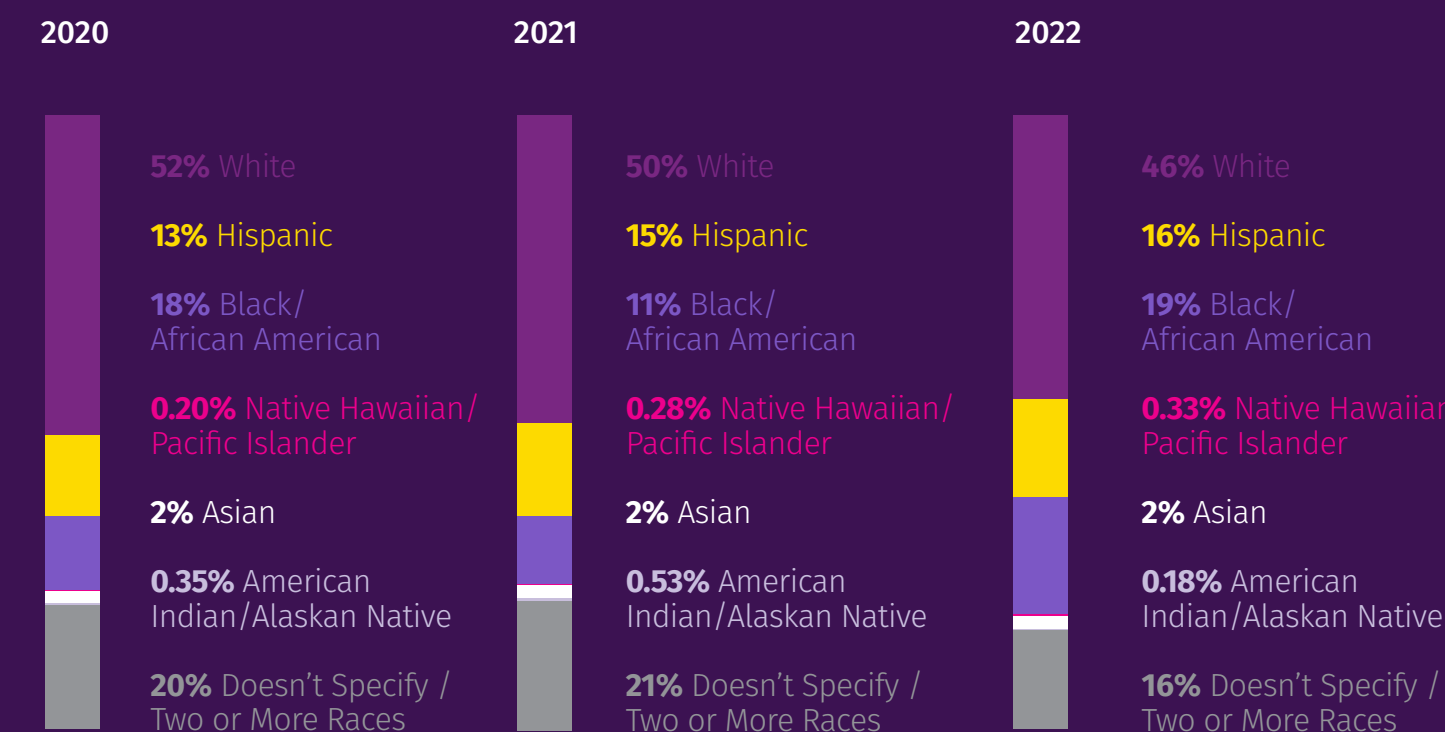


RACIAL / ETHNIC DIVERSITY¹³

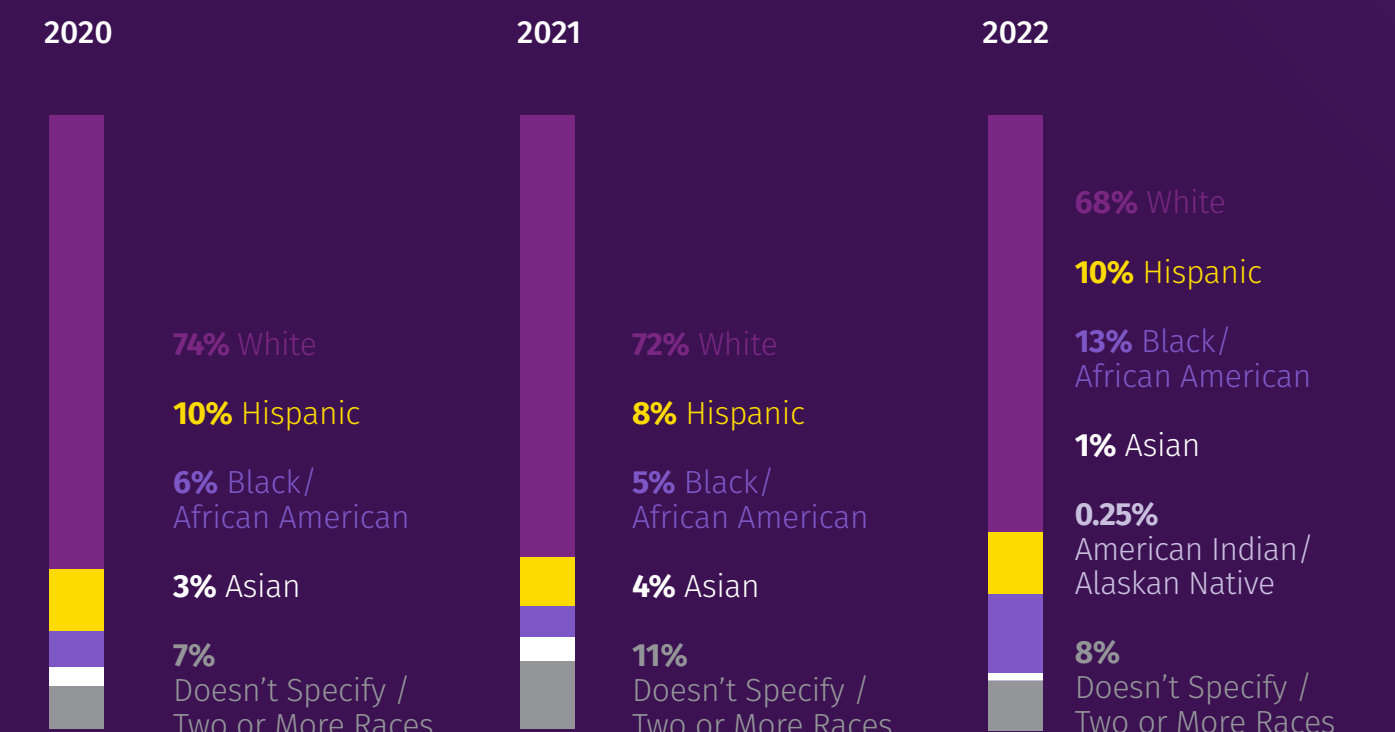
ALL EMPLOYEES¹⁴



NON-MANAGERS



MANAGERS & LEADERSHIP



¹¹ Due to rounding, numbers presented may not reflect exact totals.

¹² In reviewing our year-over-year workforce gender diversity data, we uncovered a reporting error in our 2021 ESG Report for total workforce and managers. The disclosures on this page and in our year-over-year performance data table located in the Appendix reflect a restatement of the information with the correct three-year data reported.

¹³ Data is representative of what Planet Fitness reports to the Office of Equal Opportunity in our annual EEO-1 filing.

¹⁴ Includes all headquarters and corporate club employees.

diversity, equity & inclusion

EMPOWERING OUR TEAMS

We strive to provide all team members with the tools and resources they need for continuous education and engagement. At Planet Fitness Corporate Headquarters, due to our size and setting, there is a natural culture of informal mentorship and community support. This year, the company saw an opportunity to formalize these communities to better serve as a model for the entire franchise system and to help drive measurable progress for groups that may need or desire additional support. As such, we introduced our first two Employee Resource Groups (ERGs), aimed at building a more supportive environment for our team members who have a broad range of life experiences.

After issuing a survey to our team members at corporate headquarters, we identified two groups – Women in the Workforce, represented by our *EmpowHER* ERG, and Working Parents, represented by the *Judgement Free Parents* ERG – as communities that would benefit from a collective voice around their experience and a collaborative approach to their development. Looking ahead, we will continue to invest in these ERGs and explore opportunities to create additional groups based on team member needs and interests.

FOSTERING AN INCLUSIVE CULTURE

Our commitment to diversity and inclusion is considered at every step throughout the team member journey. Our goal is to ensure that everyone can bring their whole selves to a workplace in which everyone benefits from diverse perspectives and talents. As part of our efforts to foster an inclusive culture, we strive to elevate team member voices and facilitate transparent, honest conversations.

While we are committed to supporting greater representation across the many facets of diversity – from race and ethnicity to sexual orientation, physical and mental ability, and belief systems – the fitness industry as a whole lacks female representation, particularly at the gym ownership and leadership levels. As part of our efforts to spark conversations and elevate women in the industry, we convened a series of panel discussions – both at headquarters and during our Franchisee Conference – where female leaders among our executive team and franchisee operations offered their perspectives, focusing on topics such as management skills, work-life balance and mentorship.

Our commitment to raising up female voices is only one example of our overall DE&I commitment and efforts. We were also able to host a general DE&I focused discussion at our Conference for the first time for an audience of leaders, PFHQ team members, franchisees and club managers. The breakout session included two external experts who shared their perspectives on the importance of diverse representation, their experiences within diversity in various workplace settings and how to create welcoming environments and inclusive policies and programs.

“Being the chair of EmpowHER is an honor and the chance to have my voice heard while making an impact as the group strives to give back to the community, educate ourselves and others and hopefully bring positive change to the workplace and our daily lives.”

– KATELYN TUSTIN, EMPOWHER CHAIR

diversity, equity & inclusion

INVESTING IN PARTNERS & PROGRAMS

We invest in programs to extend our commitment to diversity beyond our enterprise to reach our communities, team members and business partners.

As part of this effort, we have continued our partnership with Boys & Girls Clubs of America (BGCA) to reach diverse youth across the United States through our Judgement Free Generation® initiative. Through our partnership, we provide social and emotional wellbeing trainings that benefit Boys & Girls Club youth, 62% of whom are from households that are considered low-income.

One of the cornerstones of our partnership with BGCA is our scholarship program, in which we have set a goal to invest \$1 million directly in scholarships for diverse youth by 2025. Learn more about our Judgement Free Generation® program and how we are supporting youth on page 13.

In celebration of Pride Month this year, we were proud to support the [It Gets Better Project](#) in their mission to uplift, empower and connect LGBTQ+ youth around the globe in the pursuit of a more inclusive tomorrow. Read more around our 2022 Pride activation on page 20.

Furthermore, as part of our efforts to extend our impact beyond our direct business, we have integrated questions related to DE&I in our supplier and vendor RFPs and will continue to use DE&I as a factor as we evaluate impacts along our supply chain.



diversity, equity & inclusion

CELEBRATING THE LGBTQ+ COMMUNITY DURING PRIDE

As home of the Judgement Free Zone®, we are dedicated to fostering an environment where everyone feels accepted, respected and that they belong – today and for the next generation. This year, in honor of Pride Month, we partnered with the *It Gets Better Project*, to celebrate the LGBTQ+ community and launched a limited-time PF Pride Collection, with 100% of profits benefiting the organization.¹⁵

For members, we also created Pride-themed guided workouts, made available through the PF App. To celebrate at headquarters, we distributed educational resources and Pride Collection apparel to all team members and highlighted books authored by members of the LGBTQ+ community in our PF Lending Library.



SUPPORTING LGBTQ+ YOUTH WITH THE IT GETS BETTER PROJECT



As many as 72 million youth ages 13-17 globally identify as LGBTQ+ and many of them grapple with varying challenges, including verbal and physical harassment, that can take a severe toll on their mental wellbeing. In fact, 1 in 3 LGBTQ+ teens experience a mental health disorder. The *It Gets Better Project* was created to reach LGBTQ+ youth before they are in crisis through inspiring media programming and connection to important resources and service providers. The organization also provides educational materials for teachers, parents and families to support inclusion for LGBTQ+ youth in their communities and schools.

¹⁵ Representing at least 30% of the retail purchase price of each purchase.

FEEDBACK FROM TEAM MEMBERS AND MEMBERS WAS OVERWHELMINGLY POSITIVE AND SUPPORTIVE



Thankful to work for such a welcoming and accepting company; one with so much diversity and equal opportunity, and one that passes no judgement towards who I am.

Thank you for helping PF recognize Pride month this year. Feels good to come to work today.

PF getting behind Pride is such a huge statement. I think it's going to make a real difference to our team members and I'm proud to be a part of it!

So proud to be working for a company who is dedicated to empowering, inspiring and connecting LGBTQ+ youth!

So glad I'm a member of Planet Fitness!! This makes me feel so much better!! Thanks for supporting the LGBTQ community.

Love you for supporting LOVE! Forever a member.

Thank you for showing your support!! It truly means a lot!!



human capital investment

Our people are central to who we are – they drive our culture, our values and our business. We are dedicated to supporting the recruitment, development and advancement of all our team members – from our headquarters to our clubs – by creating opportunities for meaningful growth and fostering a culture where everyone can bring their authentic selves to work. We are also committed to making Planet Fitness a place where team members can develop the skills they need to build fulfilling careers.

We prioritize identifying top talent, onboarding new HQ team members through an immersive two-day, in-person process, equipping them with managers who are invested in their success, and providing training, development and recognition opportunities to promote long-term growth and career paths.

OFFERING COMPETITIVE BENEFITS & COMPENSATION

We invest in the overall wellbeing of our team members through our competitive benefits and compensation packages. With the acquisition of Sunshine Fitness, we focused our efforts in 2022 on streamlining our benefits to ensure equity across the organization.

Team members also have access to our Employee Relief Fund, which provides financial assistance to team members

experiencing hardship due to an unexpected crisis, such as a major illness or natural disaster. In 2022, we offered **approximately \$25,000 in relief** to team members in need, including those impacted by Hurricane Fiona in Puerto Rico.

We know that our team members value the ability to work how and where is most conducive to their needs. Therefore, we continue to offer schedule flexibility with a standard schedule of three days in-office, one remote day and one flexible day to our team at headquarters. In addition to our flexible hybrid work schedule, we have maintained our early Friday release, should work allow, and continue to offer two paid days annually for volunteer work, ensuring that headquarters team members can take time to support their communities. We continue to offer more remote opportunities as part of our talent acquisition strategy, while still looking to maintain in-person collaboration and connection.

INVESTING IN LEARNING & DEVELOPMENT

Through our approach to learning and development, we aim to provide all team members with the skills and tools they need for continuous growth and advancement. We continue to enhance our learning platform to ensure content is relevant and valuable to team members across the organization.

PF University: We offer more than **80 courses** through our online training development program. As of 2022, the platform had more than **30,000 active users** across our headquarters and franchise community.

LeadDev: We provide Leadership Development courses focused on building foundational leadership and people management skills for our headquarters and franchisee community. In 2022, we had more than **1,800 enrollments** and **79 franchise groups** participate in the program.

Pryor for Professional Development: We offer unlimited access to live Pryor for Professional Development courses – a curated suite of trainings for our corporate team members.

human capital investment

FOSTERING AN INCLUSIVE, ENGAGED CULTURE

We are committed to building an inclusive culture where all voices are heard, and where all team members can thrive both personally and professionally.

We invest heavily in cultivating a workplace culture that attracts, retains and engages team members while prioritizing health and wellbeing. This includes events, fitness challenges, book clubs and more.

We continuously gather feedback from our headquarters team members through Town Hall question forms, surveys and small group meetings with our Chief People Officer. Additionally, we host biannual 'meet and greets' with our CEO for new hires.

In 2022, we gathered our team members, franchise owners and their teams, partners and vendors for our Franchisee Conference in Las Vegas, NV – the first time we held an in-person conference since the beginning of the pandemic. This gathering offered a chance for team members across the system to come together, celebrate our accomplishments and foster greater relationships.

ENGAGING TEAM MEMBERS AT PFHQ

• **12 Months of Wellness:** In 2022, we launched our 12 Months of Wellness initiative, during which we designated a focus area within wellness for each month of the year, with themes ranging from nutrition and hydration to self-care and stress reduction.

• **Team Member Appreciation Week:** We host an annual Team Member Appreciation Week during which we recognize and celebrate our team members with events, giveaways and learning opportunities.

• **Kids Day:** In 2022 we were pleased to bring back our Annual Kids Day Event, where all parents and guardians are encouraged to bring their kids to our headquarters for a day of events, including a cooking demonstration in our kitchen and some fun kid-friendly exercises in our onsite gym facility.

• **Buddy Program:** To better support new team members, we designate a peer from a different department for every new hire to offer mentorship during their first few weeks and foster relationships outside of the managerial line.

RECOGNIZING AND REWARDING TALENT

Recognizing and rewarding talent is crucial to our human capital investment strategy. In 2022, we introduced our Thumbs Up program, in which corporate team members can give a shoutout and a designated monetary award to any other team member – at any level and in any department – to recognize their accomplishments. We also celebrate team member birthdays, life events and work anniversary milestones throughout the year.

We strongly believe in promoting greater opportunities for all team members. As such, every team member has an annual performance review following the close of our fiscal year, along with a mid-year check-in to ensure more continuous opportunities for feedback. We continue to explore ways to enhance our performance review process and offer more regular touch points for team members and their managers.

“It’s been exciting to immerse myself in the opportunities at PF and cultivate new relationships since joining the team in 2022. I feel fortunate to work for a company that not only values my professional contributions but prioritizes well-being through activating fun challenges for the team to encourage healthy lifestyles.”

– MARIA ALLEGRI, SR. SPECIALIST, NATIONAL MARKETING

health & safety

Planet Fitness is committed to safeguarding the health of our members and team members and improving their lives through wellness. Our cleanliness procedures met or exceeded all requirements imposed during the height of the pandemic, and we continue to prioritize and promote a consistently safe environment in our clubs.

ENSURING SAFE OPERATIONS FOR ALL

We employ strict safety protocols to safeguard our team members and members while in our clubs. We uphold our standards through mandatory team member trainings on Planet Fitness University, our online training program, and have included health and safety requirements in our Code of Ethics.

Each of our facilities is inspected annually to ensure they meet local health and safety regulations and standards. This is in addition to more regular inspections conducted by PF Regional Managers, Franchise Operations Directors and Franchise Operations Managers, who review and assess clubs within their territories on an ongoing basis throughout the year. In 2022, 100% of clubs passed inspection.

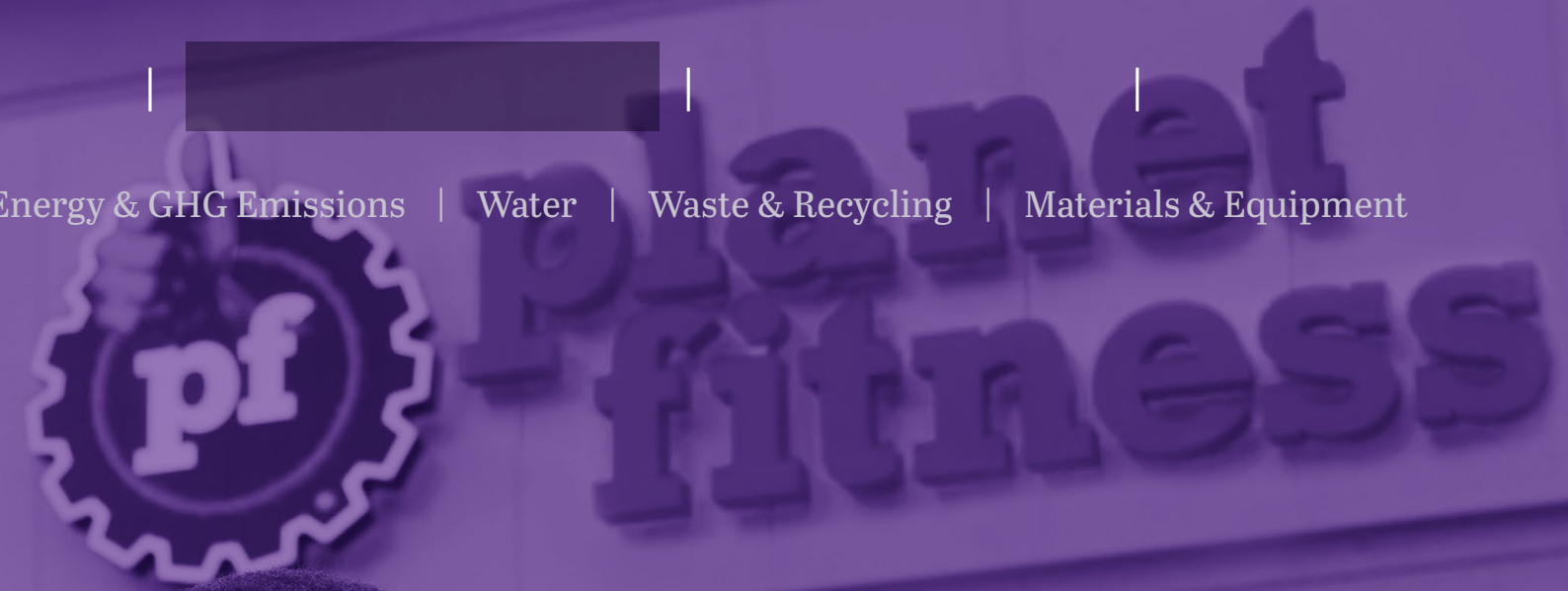
PROVIDING CLEAN SPACES

We continue to put a premium on rigorous cleaning practices to prevent the spread of disease in our clubs. Additionally, we have continued to focus on initiatives that protect team members and members, such as Touchless Check-in to reduce physical contact, Cleaning Stations with disinfectant spray and a Crowd Meter on the PF App so members can pick the right time for them to visit the gym.

WELL HEALTH

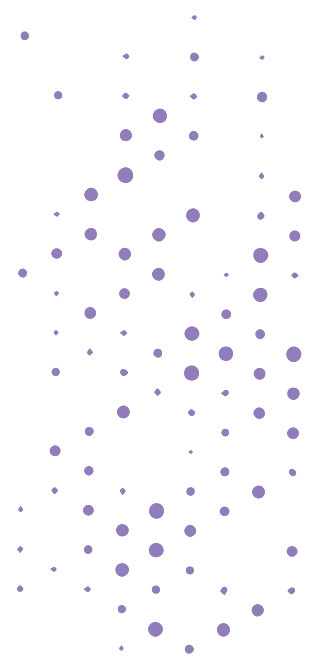
We are proud to have achieved the WELL Health-Safety Rating for Facility Operations and Management by the International WELL Building Institute, which covers all our clubs and headquarters in operation in 2022. This rating recognizes Planet Fitness' industry leadership in adopting protocols that ensure a safer and healthier environment for all team members and members.





As a company built on the promise of enhancing people’s lives through fitness and community, we recognize that human health and planet health are inextricably linked. To help ensure health and wellness is within reach for all – including future generations – we are committed to working with franchisees and partners to find more environmentally sustainable solutions and reduce the environmental impacts of our operations.

environmental



our environmental approach

Reducing our environmental footprint is vital to our business and the communities we serve. Our strategy is led by cross-functional Environmental Working Groups consisting of team members from our Operations, Construction, Facilities, Vendor Management and Corporate Responsibility teams, with oversight from senior leadership.

Within our operations, our biggest opportunities for reducing impact are through resource efficiency – including water and energy – as well as responsible waste management and recycling measures. Each year, we work with outside consultants to measure and report our energy use, greenhouse gas (GHG) emissions, water usage and waste across our corporate headquarters and corporate clubs.

EQUIPPING OUR CLUBS WITH THE ENVIRONMENT IN MIND

Planet Fitness is committed to complying with all relevant local, state and federal environmental regulations in the locations where we operate, including those that govern the construction, materials and features of our clubs. Beyond local and municipal requirements, we also mandate certain environmentally friendly and efficient building materials and fixtures in all newly constructed and re-equipped corporate and franchise-owned

locations. This includes the 114 clubs across Alabama, Florida, Georgia, North Carolina and South Carolina that joined our corporate portfolio with our [acquisition of Sunshine Fitness](#) in early 2022.

ENHANCING OUR MEASUREMENT & REPORTING

Looking ahead, we are committed to increasing the scope and transparency of our environmental disclosures in an effort to more fully integrate sustainability into our business strategy. In 2023, we plan to expand our measurement of energy, waste and water to include our franchise operations, including indirect Scope 3 GHG emissions from energy use in franchise-owned clubs. Additionally, we intend to complete a climate risk assessment to better understand the vulnerabilities our company faces due to climate change and inform the future development of climate goals and targets.

WHAT GOES INTO OUR CLUBS

More than 90% of our clubs across the system are equipped with:



- Energy-efficient lighting and equipment, including LED lighting and high-efficiency HVAC systems.



- Water-saving plumbing fixtures, such as low-flow shower heads.



- Rubber flooring made with 99% reclaimed rubber materials and that is 100% recyclable at the end of its lifecycle.



- Tile flooring that is produced from 100% recycled materials.



- Primary wall finishes that are no-VOC (volatile organic compounds) and meet environmental compliance with LEED, MPI, Greenguard and other standards.

energy & ghg emissions

We recognize the broad ranging impacts that climate change has on the health of our planet, people, economy and communities, and the role that GHG emissions and energy use play in the worsening climate crisis. We are committed to building and operating sustainable and efficient facilities, as well as providing resources and tools to partners and franchisees, to reduce our carbon footprint system wide.

IMPROVING ENERGY EFFICIENCY

Emissions from energy use are the primary source of Planet Fitness' GHG emissions and we have taken measures across our clubs and headquarters to improve our energy efficiency. In 2015, we began requiring all new and re-equipped clubs across our system – inclusive of both corporate and franchise-owned facilities – to use energy-efficient LED lighting. As of December 31, 2022, more than 90% of all clubs system wide currently use LED bulbs, with the remaining 10% expected to convert to the standard in the next three years.

Additionally, all new and re-equipped corporate clubs use tankless water heaters and high-efficiency hand dryers to create further energy savings. While not required, we strongly encourage the use of Save Energy HVAC Systems to manage and track energy, providing broader insight and control over club efficiency. Where possible, we also install in our clubs the more energy efficient models of the exercise equipment offered by our vendors.

At Planet Fitness headquarters, we use LED lighting across the campus and have motion sensors in all conference rooms, offices and other shared spaces, including bathrooms, to ensure responsible energy usage.

“Being good stewards of our resources isn’t just an environmental issue – it’s a business priority. By installing and testing energy efficient features and setting standards for our clubs to adopt the best approaches, we can reduce the environmental impact of our system-wide operations.”

– BILL BODE, DIVISION PRESIDENT, US FRANCHISE



energy & ghg emissions

MEASURING OUR ENERGY USE

In 2022, we continued our partnership with third-party consultants to measure our annual energy use across our corporate-owned facilities. While we observed an absolute energy use increase in corporate clubs due to the acquisition of Sunshine Fitness, which effectively doubled our corporate club footprint, we saw a 2.6% decrease in energy use from our 2019 baseline when normalized by square footage.¹⁶ Increased energy use at our headquarters can be attributed to higher occupancy as more team members returned to the office with our shift to hybrid work schedule.

In 2022, five of our corporate clubs were enrolled in local and utility green power programs, helping to reduce their carbon footprints through the purchase of renewable energy. In 2023, we are exploring the feasibility of enrolling more clubs in green power programs, where available and cost effective.

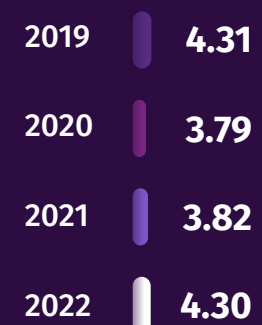
¹⁶ We use square footage to normalize year-over-year energy use due to the fact that some energy is required to maintain facilities at all times. Normalized data excludes corporate clubs not in operation or not under Planet Fitness' operational control for the duration of fiscal year 2022 (January 1, 2022 - December 31, 2022).

YEAR-OVER-YEAR ENERGY USE

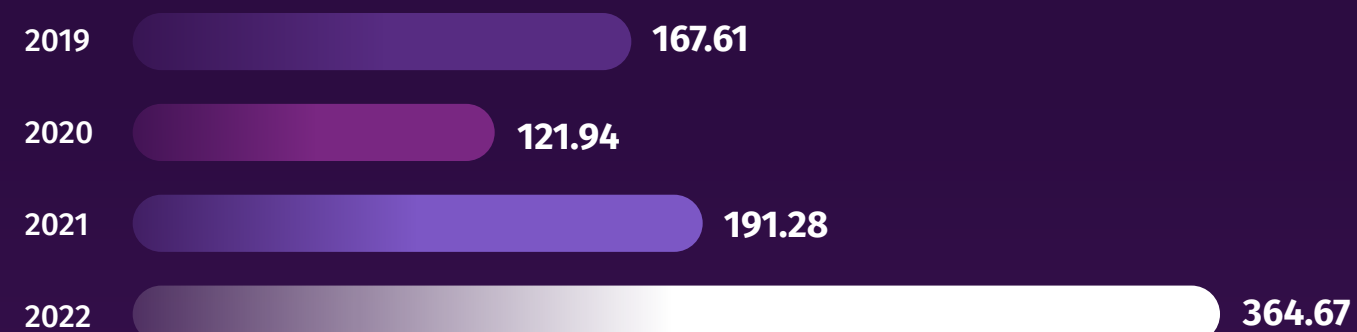
(millions kBtu)

● 2019 ● 2020 ● 2021 ● 2022

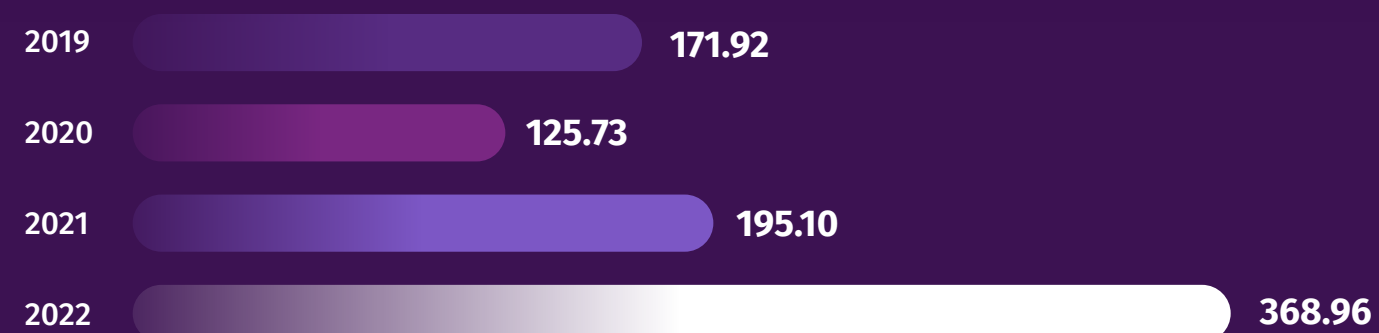
HEADQUARTERS



CORPORATE CLUBS



TOTAL



NORMALIZED YEAR-OVER-YEAR ENERGY USE¹⁶

(kBtu/square feet)

● 2019 ● 2020 ● 2021 ● 2022

HEADQUARTERS



CORPORATE CLUBS



TOTAL



energy & ghg emissions

MEASURING OUR EMISSIONS FOOTPRINT

Our annual GHG emissions across our corporate-owned facilities showed an overall absolute increase in emissions due to our expanded footprint with the Sunshine Fitness acquisition and increased occupancy at Planet Fitness headquarters as more team members returned to the office. That said, we saw a 13% decrease in emissions from our 2019 baseline when normalized by square footage.¹⁷

Understanding that our corporate-owned facilities represent only part of Planet Fitness' total environmental footprint, in 2023, we intend to expand our energy and emissions measurement and monitoring to cover Scope 3 emissions. Our hope is that, by gaining greater insight into our full footprint, we can better support system-wide energy and emissions reduction efforts in collaboration with our franchisees.

¹⁷We use square footage to normalize year-over-year emissions due to the fact that some energy is required to maintain facilities at all times. Normalized data excludes corporate clubs not in operation or not under Planet Fitness' operational control for the duration of fiscal year 2022 (January 1, 2022 - December 31, 2022).

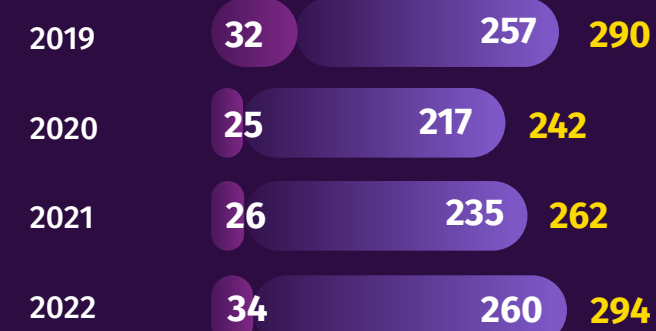
¹⁸Sum of Scopes 1 and 2 may not add to total due to rounding.

YEAR-OVER-YEAR GHG EMISSIONS¹⁸

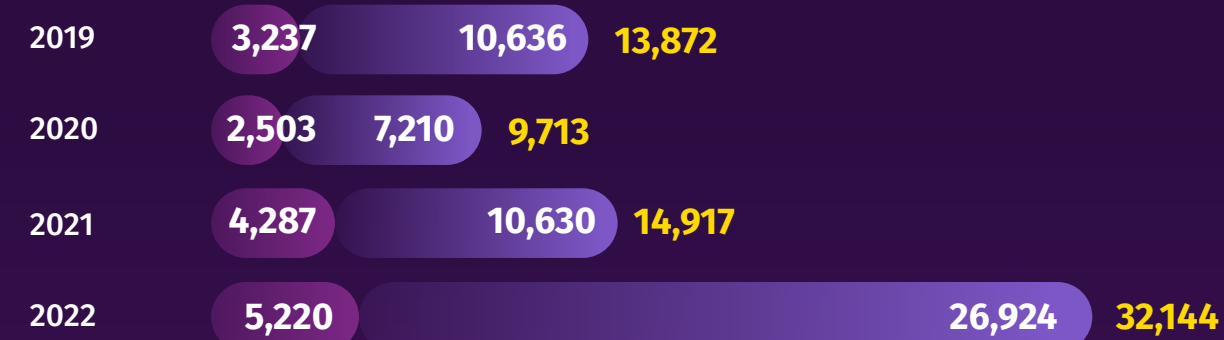
(metric tons CO₂e)

● Scope 1 ● Scope 2 (Market-based Measure)

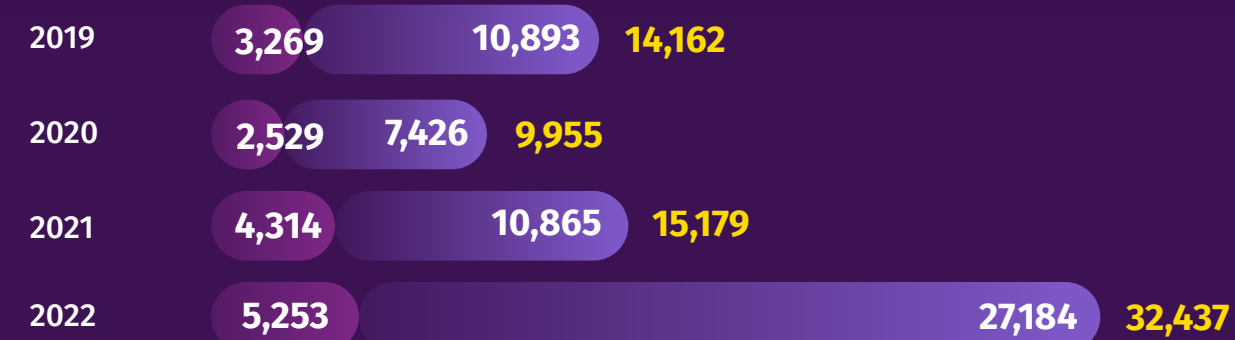
HEADQUARTERS



CORPORATE CLUBS



TOTAL

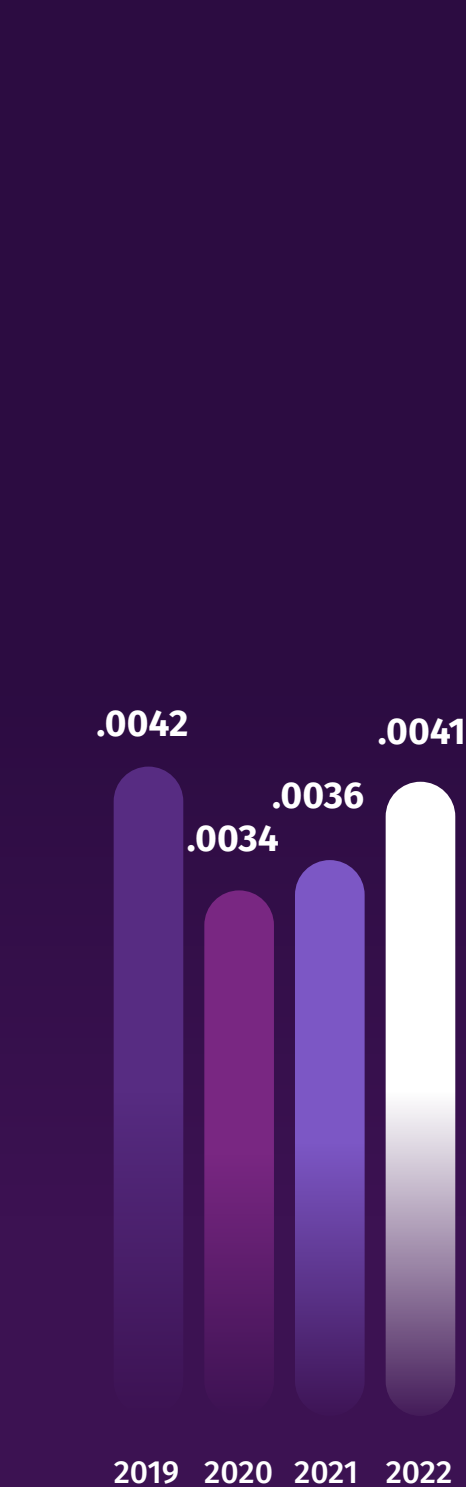


NORMALIZED YEAR-OVER-YEAR GHG EMISSIONS¹⁷

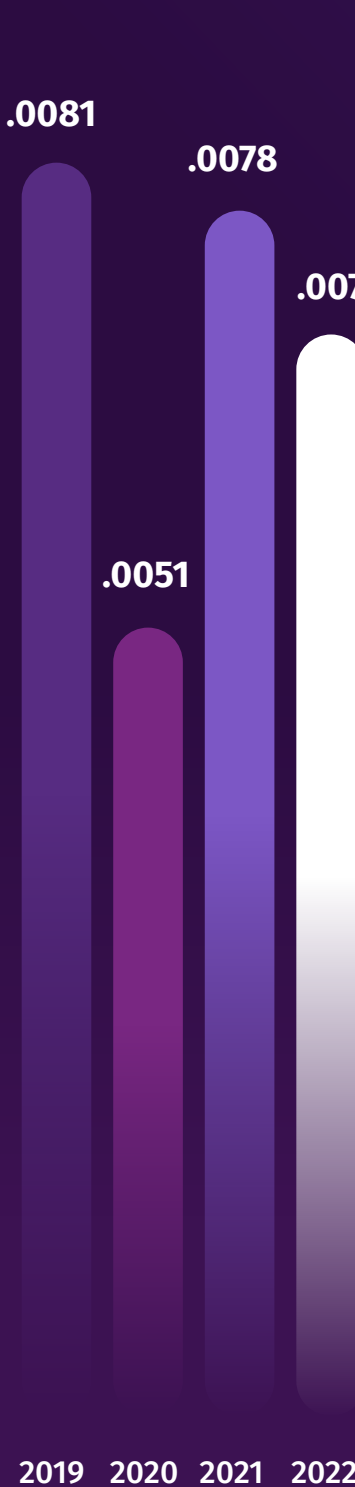
(metric tons CO₂e /square feet) (Market-based Measure)

● 2019 ● 2020 ● 2021 ● 2022

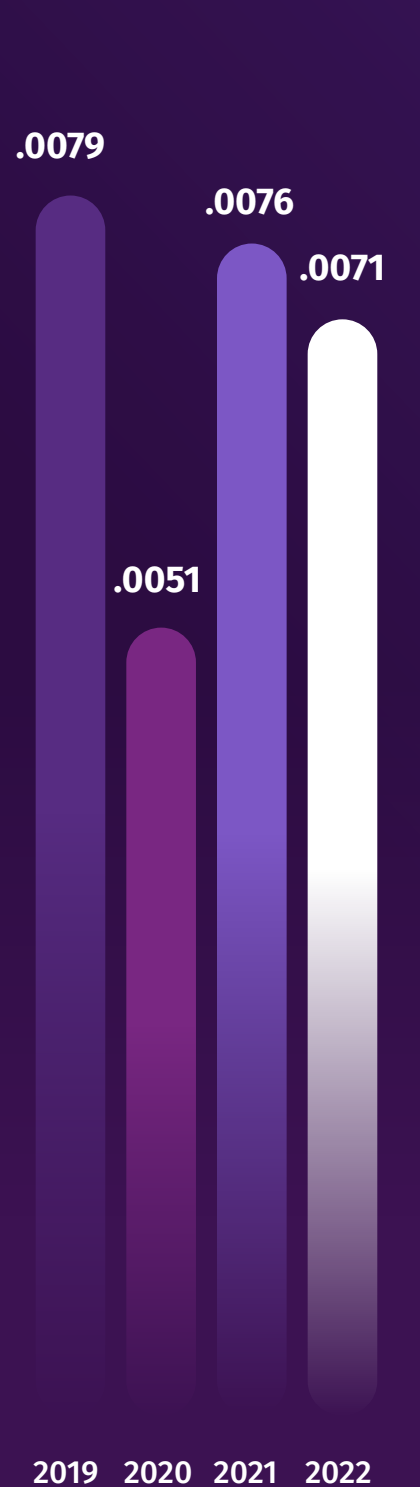
HEADQUARTERS



CORPORATE CLUBS



TOTAL



water

We are committed to being responsible stewards of our planet’s resources, and water management is a critical part of our focus on reducing our environmental footprint. Since 2016, we have prioritized water use reduction measures across our headquarters and corporate-owned clubs, and later rolled out similar system-wide initiatives to cover our franchise-owned clubs as well.

OPTIMIZING WATER USE IN OUR OPERATIONS

The majority of Planet Fitness’ water footprint comes from use of showers, sinks, toilets and drinking fountains in our fitness clubs. In 2016, we began requiring the installation of flush-o-meters and low-flow, high-pressure shower heads in all newly constructed and re-equipped corporate clubs. Following the rollout, we saw significant positive environmental and financial benefits, including an average annual savings of 20,000 gallons of water per club. Given these results, in 2021, we began requiring all new and re-equipped franchise-owned clubs to follow the same measures.

As of December 31, 2022, 95% of clubs system wide have installed water efficient fixtures. We anticipate that the remaining 5% will be equipped with similar features in the next three years.

TRACKING OUR WATER USE

In 2022, we continued our partnership with third-party consultants to measure our annual water use across our headquarters and corporate clubs. Our water use at headquarters increased slightly from 2021 to 2022 due to increased occupancy with more team members returning to the office. While our absolute water use at corporate clubs increased significantly due to the acquisition of Sunshine Fitness, our water footprint decreased when normalized by number of check-ins.¹⁹

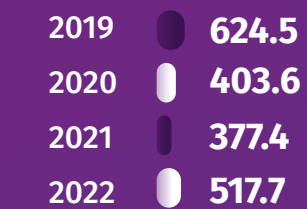
Understanding that our corporate-owned facilities represent only part of Planet Fitness’ total water use, in 2023, we intend to expand our water measurement and monitoring to include our franchised locations. This will give us better insight into our full water footprint, with the hope that this data will allow us to better support franchisee water reduction efforts.

¹⁹We have determined that number of check-ins is the most accurate metric to normalize water use in corporate clubs as absolute water use most directly correlates to occupancy. We did not normalize for headquarters because we do not currently track team member attendance. Normalized data excludes corporate clubs not in operation or not under Planet Fitness’ operational control for the duration of fiscal year 2022 (January 1, 2022 - December 31, 2022).

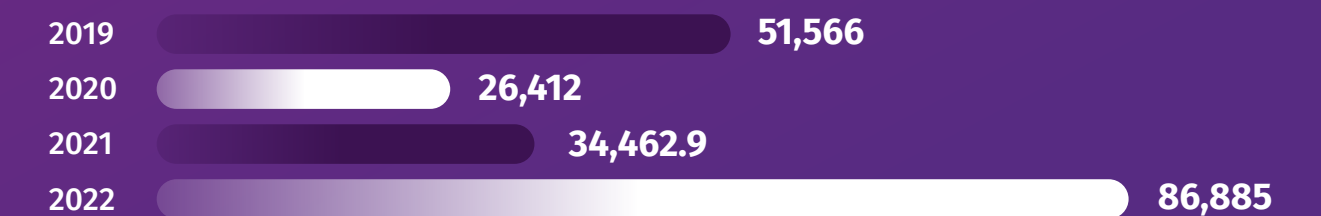
YEAR-OVER-YEAR WATER USE

(thousands gallons)

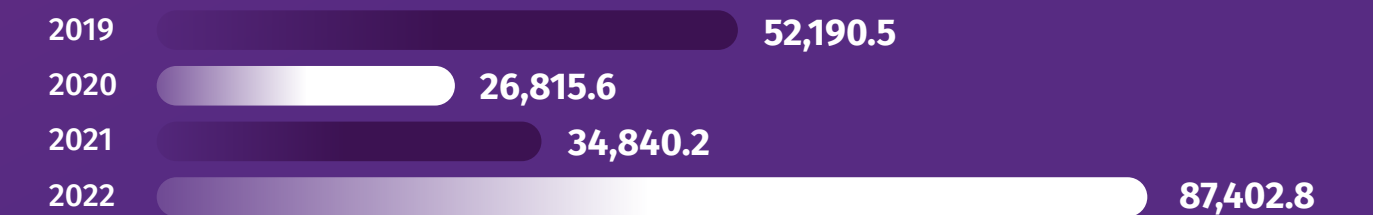
HEADQUARTERS



CORPORATE CLUBS



TOTAL



NORMALIZED YEAR-OVER-YEAR CORPORATE CLUBS WATER USE¹⁹

(thousands gallons/monthly check-ins)



waste and recycling

Planet Fitness' waste reduction strategy is focused on decreasing the overall amount of waste produced in our clubs and headquarters. We also work to divert any remaining, unavoidable waste from landfill through recycling, donation, resale and other methods.

PROMOTING ECO-FRIENDLY MEASURES AT HEADQUARTERS

We continue to make strides in enhancing and enabling better waste management practices at our corporate headquarters in New Hampshire, finding innovative and cost-effective ways to reduce the amount of waste diverted to landfill and giving our team members more eco-friendly options while on campus. In 2022, we began offering reusable dishware in our on-site café and continued to purchase recycled paper products whenever possible.

We also provide single stream recycling, with all waste and recycling collected at headquarters delivered to a local landfill and cogeneration facility. All un-recyclable waste brought to the facility is taken to the Wheelabrator Technology plant where it is incinerated in a waste-to-energy process, generating renewable energy. Meanwhile, food waste at Planet Fitness Headquarters is primarily donated or transported to a local farm to feed animals.

FINDING EFFICIENCIES IN CLUBS

In our corporate clubs, we focus first on reducing the amount of waste generated through our operations through the installation of hand dryers, water refill stations and other fixtures. These features help decrease the amount of paper towels, plastic bottles and similar materials from entering the waste stream in the first place.



waste and recycling

MONITORING OUR WASTE FOOTPRINT

In 2022, we continued our partnership with third-party consultants to measure our annual waste and recycling across our headquarters and corporate clubs. Our overall waste footprint increased from 2021 to 2022 due to the acquisition of Sunshine Fitness, but our normalized corporate clubs waste decreased.²⁰

Understanding that our corporate-owned facilities represent only part of Planet Fitness' total waste footprint, in 2023, we intend to expand our measurement and monitoring to include our franchised locations. Just as with water and energy, our hope that the insights gained with this broader measurement will allow us to better support system-wide waste reduction efforts in collaboration with our franchisees.

²⁰ We have determined that number of check-ins is the most accurate metric to normalize waste in corporate clubs as absolute waste generated most directly correlates to occupancy. We did not normalize for headquarters because we do not currently track team member attendance. Normalized data excludes corporate clubs not in operation or not under Planet Fitness' operational control for the duration of fiscal year 2022 (January 1, 2022 - December 31, 2022).

²¹ Planet Fitness is limited in its ability to track waste data from HQ given a 2021 change in waste management contracting. Planet Fitness is able to capture only the quantity of waste contracted for pickup, and that quantity was unchanged from 2021 and 2022.

YEAR-OVER-YEAR WASTE FOOTPRINT

(tons)

● Trash ● Recycling

HEADQUARTERS²¹



CORPORATE CLUBS



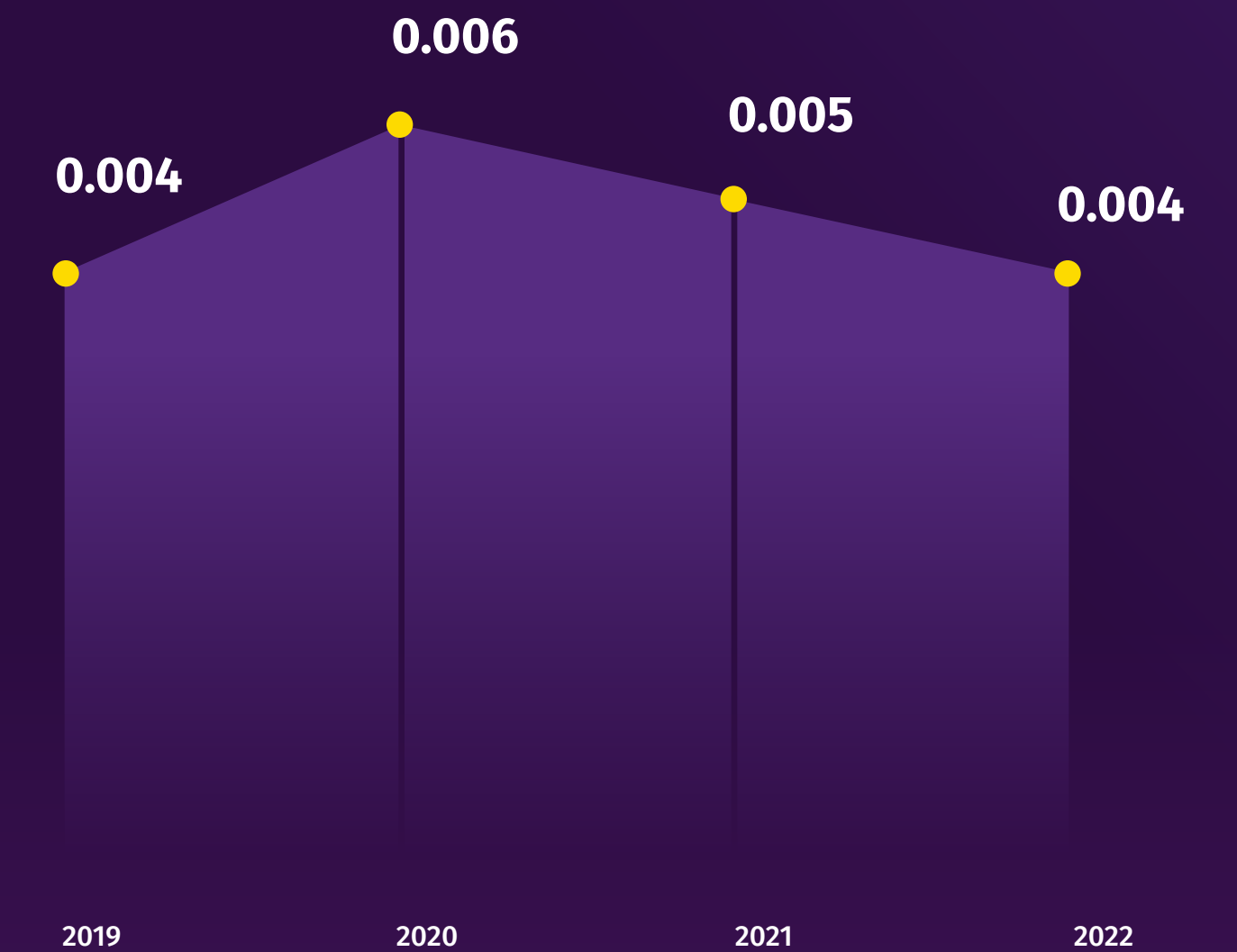
TOTAL



NORMALIZED YEAR-OVER-YEAR CORPORATE CLUBS

WASTE FOOTPRINT²⁰

(tons/monthly check-ins)



materials & equipment

A critical part of our environmental management strategy involves the careful selection and tracking of the equipment and materials used in our clubs, as well as their disposal at end-of-life, with 100% of equipment either resold or donated. This includes selecting sustainable building materials, such as flooring and finishes, when we build out and refurbish our clubs, which meet or exceed all environmental requirements.

SOURCING MATERIALS WITH SUSTAINABILITY IN MIND

We work to procure eco-friendly materials and supplies wherever possible. In corporate clubs, all of our rubber flooring is FloorScore certified, made using up to 79% post-consumer recycled content, depending upon flooring type, and 100% recyclable at end-of-life. Additionally, we only use no- or low-VOC (volatile organic compounds) paints across our facilities and plan to move to 100% no-VOC paints within the next year.

We make every effort to use supplies that are either fully or partially made with post-consumer recycled products, or are labeled or certified as having an environmental feature.

In 2022, 26% of cleaning supplies and 75% of paper products purchased had an environmental feature.²²

²² Reflects purchasing data for the roughly 80% of our system who contract with vendors who provide reporting on supplies with environmental features. Data represents percentage of total reported spend.

In the last year, we have taken steps to engage with suppliers on key sustainability issues during the procurement phase. This includes the addition of ESG-related questions in our vendor RFP process, including those regarding environmental commitments and standards. As our own environmental management strategy matures, we will continue to work with suppliers to drive sustainability across our value chain.

“We recognize that our footprint includes our value chain and, as a leader in the fitness industry, that we have the opportunity to further reduce that footprint by working with vendors who prioritize eco-friendly features in their products and consider environmental impacts in their operations. This will be a continued area of focus as we incorporate ESG considerations into our vendor evaluation and selection process.”

– SCOTT FOGG, SVP, FRANCHISE SERVICES AND ASSOCIATE GENERAL COUNSEL

As we continue to enhance our clubs and expand our operating footprint, Planet Fitness is committed to working with vendors who share our focus on resource efficiency and broader ESG issues.

ecore™

Ecore International, our rubber flooring provider, works to transform reclaimed materials into performance products that make people’s lives better by recycling and upcycling materials. Planet Fitness procures products that are covered in the Ecore Reclamation Program, where the majority of material is reclaimed at product end-of-lifecycle to reduce waste that is burned or sent to landfills.

inpro.

Inpro Corporation, one of our providers of wall and door protection products, puts sustainability at the core of their business, with a focus on waste reduction and resource management. Currently, Inpro diverts about 85% of total waste from the landfill, continues to reduce water and energy usage in their manufacturing facilities and works to reduce waste generation.



Trane Technologies, which supplies the HVAC units for our clubs, is acutely focused on building innovative and sustainable solutions that support the health of our planet. Among their many environmental initiatives and goals, they aim to reduce one billion metric tons (a gigaton) of carbon emissions from their customer footprint by 2030.

Integrity and respect are central to our Judgement Free philosophy, and earning and keeping the trust of our members, team members, communities, partners, shareholders and all other stakeholders is of the highest priority to our brand. We uphold our commitment to ethical, transparent and consistent business operations through strong governance and oversight, effective corporate policies and rigorous compliance.

governance

corporate governance & esg oversight

Strong corporate governance practices are essential to fulfilling our business strategy and ensuring we continue to create long-term, sustainable value. Our governance structure empowers sound oversight of critical business matters, supports accountability across all levels of leadership and enables Planet Fitness to build and maintain trust amongst our stakeholders.

PRIORITIZING DIVERSITY IN BOARD COMPOSITION

Our company is overseen by a diverse, independent and highly effective Board of Directors. We believe that a diversity of skills, experiences, expertise, industry knowledge, perspectives and characteristics (such as, and including but not limited to, gender, race/ethnicity, age, geographic location and nationality) among our Board is critical to effectively representing the long-term interests of our shareholders. The Board considers the skills, experience and diversity of directors and director candidates individually and in the broader context of its overall composition and the diverse nature of the business environment in which Planet Fitness operates.

The Board is currently composed of eight directors with diverse skill sets and professional and personal backgrounds. More information on our Board composition and director experience can be found in our [2023 Proxy Statement](#).

ENSURING STRONG ESG OVERSIGHT

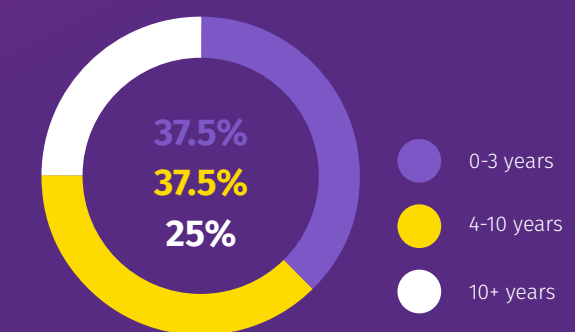
We believe that accountability and ownership of ESG at the highest levels of leadership is critical to driving long-term value. While the entire Board of Directors is engaged on ESG matters impacting our business, the nominating and corporate governance committee, which is comprised entirely of independent directors, oversees Planet Fitness' ESG program. The committee receives quarterly updates on ESG strategy and initiatives from the Senior Vice President of Communications and Social Impact.

"The Planet Fitness Board of Directors believes that strong ESG practice is important to continued business growth and financial resilience. As interest in our ESG-related initiatives and disclosures grows among our stakeholders, we will remain actively engaged in Planet Fitness' ESG strategies and actions to continue to meet the expectations of our shareholders, team members, members and communities, and ultimately drive long-term value creation."

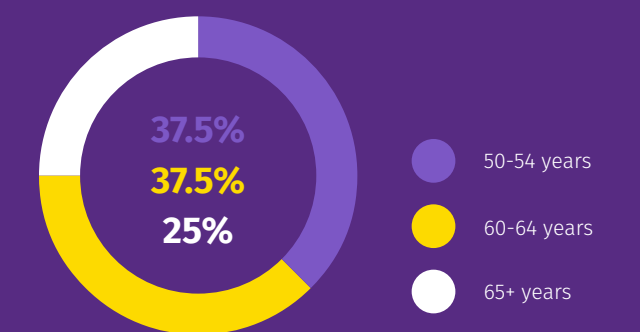
- CAMMIE DUNAWAY, CHAIR, NOMINATING & GOVERNANCE COMMITTEE, PLANET FITNESS BOARD OF DIRECTORS

BOARD DEMOGRAPHICS

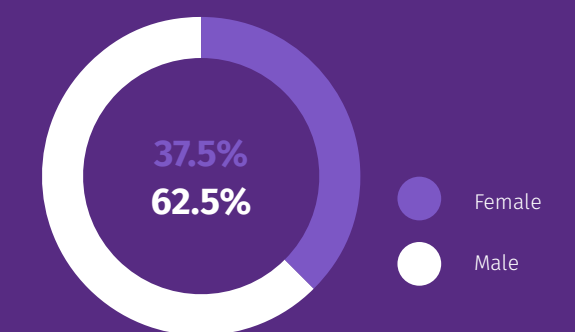
TENURE



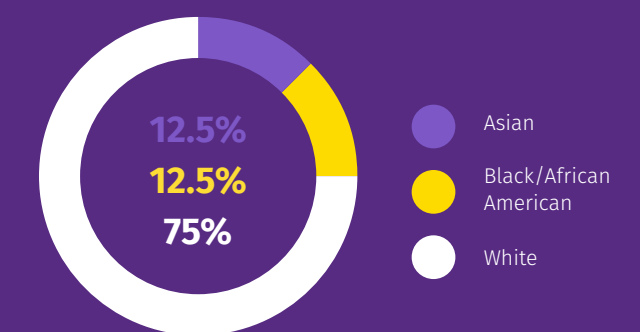
AGE



GENDER



RACE/ETHNICITY



Additional information, including details on our Management Team, Board of Directors, committees and governance policies, can be found on the [Corporate Governance page](#) on our website.

business ethics & compliance

Since our founding in 1992, we have conducted our business in keeping with the highest ethical and legal standards. Guided by our Core Values of Passion, Excellence, Respect, Transparency and Integrity, we are committed to operating responsibly and in a manner that reflects our standards of honesty, loyalty, trustworthiness, fairness, concern for others and accountability.

OUR CORE VALUES



Passion: We perform our roles with purpose and a positive attitude that will inspire others.



Excellence: We set ambitious goals and work hard to surpass those expectations. We are committed to quality in everything that we do.



Respect: We treat each other fairly and with dignity. We value the diversity of our workforce and our members by fostering a positive, energizing and inclusive environment.



Transparency: We are honest and open with all stakeholders, including our team members, franchisees and members. We are proactive in clearly communicating who are, how we are doing and what we are going to do.



Integrity: We are honest with each other and inspire trust by saying what we mean, doing what we say and taking responsibility for our actions. We will not tolerate unethical behavior.

UPHOLDING ETHICS ACROSS OUR BUSINESS & VALUE CHAIN

We believe that honest and ethical conduct is essential to Planet Fitness' success. We expect all of our team members to conduct themselves in compliance with applicable laws and regulations and with the ethical standards and policies set forth in our [Code of Ethics](#). Reviewed annually and updated as needed, the Code covers the entire Planet Fitness organization – including all full- and part-time, regular and temporary team members, as well as members of the Board of Directors – and outlines specific laws and general principles for team members to follow.

All new team members receive the Code of Ethics upon hiring and are required to complete training on key ethics and compliance topics, accessed through our Planet Fitness University (PFU) internal learning and development center. Team members are required to participate in trainings on our ethics and compliance policies on an annual basis.

Additionally, our CEO and other senior executive and financial officers are expected to adhere to a [supplemental Code of Ethics](#), which includes additional provisions related to avoiding conflicts of interest, making accurate and timely financial disclosures, and complying with applicable laws, rules and regulations. Franchisees, vendors, contractors, other business partners and other representatives performing work for the benefit of Planet Fitness are also expected to share our standards and to operate in a legal and ethical manner. Our Vendor Code of Conduct and Franchise Code of Ethics, found on the [Public Policies page](#) of our website, outline specific expectations for vendors, contractors, consultants, agents or third-party suppliers, and franchisees, respectively.

“Planet Fitness has always been committed to upholding strong ethical standards across our system – both by modeling this in our corporate offices and clubs, and by setting clear expectations of our franchisee community. Creating policies backed by industry standards and best practices is important for supporting a consistent, positive experience for our members and team members.”

– JUSTIN VARTANIAN, GENERAL COUNSEL AND SVP,
INTERNATIONAL DIVISION

business ethics & compliance

PROVIDING SAFE CHANNELS FOR RAISING CONCERNS

Planet Fitness is committed to promoting compliance with the laws, rules and regulations that govern our business and financial operations, and to providing multiple mechanisms for team members to report suspected violations of our Codes or the law by other team members, franchisees, vendors, contractors or other business partners. Our Code of Ethics explicitly prohibits retaliation against a team member who reports or assists in the investigation of a suspected ethics violation.

SPEAK UP! CHANNELS FOR REPORTING CONCERNS

- Talk With Your Manager
- Talk With Human Resources
- Talk With Your Legal Team
- Use the PF Integrity Line, available 24 hours a day

Additionally, we offer Listen360 – a system for tracking feedback and complaints – in more than 800 clubs across our system and are looking to expand to additional clubs in the future.

MANAGING RISK & COMPLIANCE

We are committed to complying with all applicable laws and regulations in the communities in which Planet Fitness operates. This includes all laws relating to employment, licensing, distributing, anti-corruption, antitrust, tax, equal opportunity, securities, banking, currency, environment and health and safety. As our business grows, our Legal team maintains continuous monitoring of international compliance standards to ensure we meet or exceed the requirements of each jurisdiction in which we operate.

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



data security & privacy

Consistent with our core values of integrity and transparency, Planet Fitness places a high priority on respecting the privacy and protecting the information security of our members and team members. Our data management processes and security ecosystem are designed with rigorous attention to the appropriate use and safety of our members' information.

ENSURING RESPONSIBLE DATA USE

Planet Fitness is committed to adhering to the privacy principles and regulations of the jurisdictions in which we operate. Since 2021, our compliance policies across the enterprise meet the requirements of the California Consumer Privacy Act, the most stringent state regulation in the U.S. Our data security and privacy committee monitors applicable federal, state and foreign privacy laws and regulations to ensure we continue to be in compliance as our operations grow.

We understand the responsibility we have in the handling of our members' data and endeavor to not only stay ahead of the regulatory curve, but also meet our members' expectations for how their data is used. We strive to always be transparent about the data we collect from our customers, including how we use it and share it. We treat all privacy requests with the greatest rigor and, in 2022, we updated our [Privacy Policy](#) to provide additional clarity and visibility into our data management processes and principles. Additionally, in 2023 we plan to automate consumer data deletion requests to ensure they are addressed quickly and efficiently.

OUR SECURITY ECOSYSTEM

We take a multi-pronged approach to cybersecurity to defend against unauthorized access and protect the personal and financial information of our members and team members.

- Third-party 24/7 threat monitoring and management
- Advanced threat protection software
- Monthly vulnerability scans and penetration testing
- Annual audits of practices and policies
- Strong data security governance across providers, vendors, software development and franchise operations
- Mandatory team member trainings on cybersecurity and data privacy
- Swift incident response and remediation
- Evergreen risk registry and remediation program stemming from regular threat assessments, security audits and cybersecurity experts

data security & privacy

MONITORING AND MITIGATING SECURITY RISKS

To ensure the information security of our members and our enterprise, we deploy a proactive approach to cybersecurity with strong oversight. Our Chief Information Officer leads our cybersecurity management function, with Board-level oversight from the audit committee.

We conduct regular threat assessments and audits to test the security of our networks. In 2022, we engaged a third-party security firm to conduct our second annual holistic risk assessment to ensure we stay on top of opportunities and close gaps in our data security systems. We also utilize a risk register to monitor emerging security risks and are exploring the implementation of a federated approach to risk management that would provide enterprise-wide ownership and management of key risk issues. Looking ahead, in 2023 we expect to reintroduce our incident response program.

All Planet Fitness team members play a role in protecting our company data and we deploy regular security trainings for team members. In addition to the annual information security compliance training completed by all corporate and franchisee team members, ongoing learning opportunities are available to increase security awareness on PFU, our internal learning and development platform.

“When our members put their trust in us to provide a safe, accepting and accessible space for fitness, they also entrust us with the safety and privacy of their information. We take this responsibility seriously and have put processes and policies in place to safeguard our customers’ information and ensure its use is appropriate and ethical.”

– PAUL BARBER, CHIEF INFORMATION OFFICER



INVITATION TO ENGAGE ON ESG

Thank you for reading our 2022 ESG Report. For further information and to view past reports, please visit our [PF Purpose webpage](#). Hearing from our stakeholders is important to informing our initiatives and reporting and we welcome ongoing engagement on ESG matters. Please email ESG@PFHQ.com with any questions or feedback.

appendix

sasb index

We are committed to advancing our ESG strategy and disclosures by ensuring they incorporate input from stakeholders, as well as reflect industry best practices and guidance from international standards setters. To provide financially material, decision-useful sustainability information to investors and other stakeholders, we have included the following index mapped to the International Sustainability Standards Board’s (ISSB) SASB Standards for the Leisure Facilities industry.²³ All disclosures apply to domains within Planet Fitness’ operational control (corporate headquarters and corporate-owned clubs) covering the year ending December 31, 2022, unless otherwise noted.

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE
Energy Management	SV-LF-130a.1	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	(1) 368,963,956 kBtu (2) 74% (3) 0.61%
	<hr/>		
Customer Safety	SV-LF-250a.1	(1) Fatality rate and (2) injury rate for customers ²⁴	(1) 0 (2) 0.000505
	SV-LF-250a.2	(1) Percentage of facilities inspected for safety, (2) percentage of facilities that failed inspection	(1) 100% (2) 0%
<hr/>			
Workforce Safety	SV-LF-320a.1	Total recordable incident rate (TRIR) ²⁵	0.56
<hr/>			
CODE	ACTIVITY METRIC	RESPONSE	
SV-LF-000.A	Attendance	46,831,553	

²³ 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.

²⁴ Customer fatality and injury rates calculated as: statistic count / million customers.

²⁵ Incident rate calculated as: (Number of injuries and illnesses X 200,000) / employee hours worked.

performance metrics table

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 data table, which provides historical data related to ESG topics and issues relevant to Planet Fitness’ business. All disclosures apply to domains within Planet Fitness’ operational control (corporate headquarters and corporate-owned clubs) covering the year ending December 31, 2022, unless otherwise noted. Improvements in environmental measures during the years ending December 31, 2021 and December 31, 2020 are primarily attributable to the reduction in system-wide occupancy as a result of the COVID-19 pandemic, which included the complete or partial suspensions of club operations during this time.

METRIC	FY22	FY21	FY20
About Planet Fitness			
Total number of clubs	2,410	2,254	2,124
<i>Corporate-owned clubs</i>	234	112	103
<i>Franchised clubs</i>	2,314	2,142	2,021
<i>Total members</i>	17.0 million	15.2 million	13.5 million
Corporate club attendance	46,831,553	20,096,815	--
Workouts taking place in PF gyms	469+ million	380+ million	250+ million
Annual revenue	\$936.8 million	\$587 million	\$406.6 million
System-wide sales	\$3.9 billion	\$3.4 billion	\$2.4 billion
Social			
Access to Fitness			
Americans within 10 miles of a Planet Fitness club (%)	77%	77%	--
Members who are first-time gym-goers (%)	~40%	~40%	~40%
Clubs in “low-income” areas (%)	20%	20%	13%
High School Summer Pass participants	3.5 million	N/A	N/A
High School Summer Pass workouts logged	17 million	N/A	N/A

performance metrics table

METRIC	FY22	FY21	FY20
Social			
Judgement Free Generation			
Total contributed to Boys and Girls Clubs of America annually (\$) ²⁶	\$1.1 million	\$1.36 million	\$323,000
Total contributed to Boys and Girls Clubs of America since 2016 (\$) ²⁶	\$8.38 million	\$7.28 million	\$5.92 million
Scholarships awarded annually (#)	50	30	45
<i>Value of scholarships awarded annually (\$)</i>	\$250,000	\$150,000	\$225,000
<i>Value of scholarships awarded to BIPOC recipients annually (\$)</i>	\$190,000	\$125,000	\$180,000
Scholarships awarded since 2017	180	130	100
<i>Value of scholarships awarded since 2017</i>	\$900,000	\$650,000	\$500,000
<i>Value of scholarships awarded to BIPOC recipients since 2017</i>	\$725,000	\$535,000	\$410,000
Community Kindness Grants sponsored	10	10	0
Mini Judgement Free Zones built since 2018	35+	35+	30+
Trauma Informed Care specialists trained	26	--	--
<i>Club professionals trained by specialists</i>	810	--	--
<i>Consultations with local Clubs by specialists</i>	56	--	--

²⁶ Total contribution includes corporate monetary donations and funds raised from members, team members, franchisees and vendors.

²⁷ In reviewing our year-over-year workforce gender diversity data, we uncovered a reporting error in our 2021 ESG Report for total workforce and managers. The disclosures in this data table and elsewhere in the report reflect a restatement of the information with the correct three-year data reported.

METRIC	FY22	FY21	FY20
Social			
Diversity, Equity & Inclusion			
Corporate Workforce Gender Diversity			
Overall			
Female	42.64%	43.00% ²⁷	44.00% ²⁷
Male	56.85%	51.00%	51.00%
Non-Binary	0.51%	--	--
Managers & Leadership			
Female	45.83%	49.00% ²⁷	49.00% ²⁷
Male	54.17%	57.00%	56.00%
Non-Binary	0.00%	--	--
Non-Managers			
Female	42.42%	42.00%	44.00%
Male	57.58%	58.00%	56.00%
Non-Binary	0.58%	--	--
Progress on Gender Diversity Goal (% women in manager+ at HQ)	43.17%	47.00%	--

performance metrics table

METRIC	FY22	FY21	FY20
Social			
Diversity, Equity & Inclusion (continued)			
Corporate Workforce Racial/Ethnic Diversity			
Overall			
White	48.79%	53.00%	55.00%
Hispanic	15.62%	14.00%	13.00%
Black/African American	18.32%	10.00%	11.00%
Native Hawaiian/Pacific Islander	0.29%	0.24%	0.18%
Asian	2.17%	2.00%	3.00%
American Indian/Alaskan Native	0.19%	0.30%	0.24%
Doesn't Specify/Two or More Races	14.79%	20.00%	18.00%
Managers & Leadership			
White	67.89%	72.00%	74.00%
Hispanic	10.05%	8.00%	10.00%
Black/African American	12.50%	5.00%	6.00%
Native Hawaiian/Pacific Islander	0.00%	0.00%	0.00%
Asian	1.47%	4.00%	3.00%
American Indian/Alaskan Native	0.25%	0.00%	0.00%
Doesn't Specify/Two or More Races	7.84%	11.00%	7.00%

METRIC	FY22	FY21	FY20
Social			
Diversity, Equity & Inclusion (continued)			
Non-Managers			
White	45.93%	50.00%	52.00%
Hispanic	16.04%	15.00%	13.00%
Black/African American	19.19%	11.00%	12.00%
Native Hawaiian/Pacific Islander	0.33%	0.28%	0.20%
Asian	2.27%	2.00%	2.00%
American Indian/Alaskan Native	0.18%	0.35%	0.35%
Doesn't Specify/Two or More Races	15.82%	21.00%	20.00%
Progress on racial/ethnic diversity goal (% underrepresented minorities at HQ)	23.01%	16.00%	--
CEO pay ratio	262:1	313:1	137:1
Employee Resource Groups (ERGs) (#)	2	--	--
Employee Resource Group (ERG) members (#)	75	--	--

performance metrics table

METRIC	FY22	FY21	FY20
Social			
Human Capital Investment			
Active PFU users	30,330	32,000+	--
PFU courses available	83	80+	80+
PFU courses completed	773,394	736,000+	--
LeadDev module enrollments	1,855	4,100	--
LeadDev module franchise groups participating	79	85	--
Health & Safety			
Facilities inspected for safety (%)	100%	100%	--
Facilities that failed inspection (%)	0%	0%	--
Customer fatality rate	0	0	--
Customer injury rate	0.000505	0.000128	--
Total recordable incident rate (TRIR)	0.56	0.6	--

METRIC	FY22	FY21	FY20
Environmental			
Energy & Emissions			
Total energy use (kBtu)	368,963,956	195,104,935	125,730,372
<i>HQ offices</i>	4,297,163	3,821,868	3,788,630
<i>Corporate clubs</i>	364,666,793	191,283,067	121,941,742
Total normalized energy use (<i>kbtu/square foot</i>) ²⁸	92	95	63
<i>HQ offices</i>	60	53	54
<i>Corporate clubs</i>	94	97	63
High-efficiency LED lighting systems installed system wide (%)	92%	--	--
<i>Corporate clubs</i>	95%	100%	100%
<i>Franchise clubs</i>	90%	--	--
GHG emissions by Scope (MT CO ₂ e, MBM) ²⁸	32,437	15,179	9,955
<i>Scope 1</i>	5,253	4,314	2,529
HQ offices	34	26	25
Corporate clubs	5,220	4,287	2,503
<i>Scope 2 (MBM)</i>	27,184	10,865	7,426
HQ offices	260	235	217
Corporate clubs	26,924	10,630	7,210

²⁸ We use square footage to normalize year-over-year energy and emissions due to the fact that some energy is required to maintain facilities at all times. Normalized data excludes corporate clubs not in operation or not under Planet Fitness' operational control for the duration of fiscal year 2022 (January 1, 2022 - December 31, 2022).

performance metrics table

METRIC	FY22	FY21	FY20
Environmental			
Energy & Emissions (continued)			
GHG Emissions by Scope (MT CO2e, LBM)	32,307	15,266	10,744
<i>Scope 2 (LBM)</i>	27,054	10,953	8,216
HQ offices	293	261	258
Corporate clubs	26,794	10,718	7,983
Water			
Total water use (gallons)	87,402,755	34,840,232	26,815,600
HQ offices	517,734	377,373	403,600
Corporate clubs	86,885,021	34,462,859	26,412,000
Corporate Club Normalized Water Use (gallons/monthly member check-ins) ²⁹	20	20	26
Clubs with low-flow shower heads system wide (%)	95%	--	--
Corporate clubs	95%	100%	100%
Franchise clubs	95%	--	--
Clubs with flush-o-meters system wide (%)	95%	--	--
Corporate clubs	95%	100%	100%
Franchise clubs	95%	--	--

METRIC	FY22	FY21	FY20
Environmental			
Waste & Recycling			
Total Waste (tons)	14,159	7,744	6,465
<i>Landfill</i>	13,059	6,623	5,525
HQ offices	52	52	39
Corporate clubs	13,006	7,686	5,486
<i>Recycling</i>	1,100	1,122	939
HQ offices	6	6	43
Corporate clubs	1,094	1,116	896
Corporate Club Normalized Waste (tons/monthly check-ins) ³⁰	0.004	0.005	0.006
Corporate clubs with water refill stations (%)	75%	--	--
Corporate clubs with micro-fiber cleaning system (%)	95%	--	--

²⁹ We have determined that number of check-ins is the most accurate metric to normalize water use in corporate clubs as absolute water use most directly correlates to occupancy. Normalized data excludes corporate clubs not in operation or not under Planet Fitness' operational control for the duration of fiscal year 2022 (January 1, 2022 - December 31, 2022).

³⁰ We have determined that number of check-ins is the most accurate metric to normalize waste in corporate clubs as absolute waste generated most directly correlates to occupancy. Normalized data excludes corporate clubs not in operation or not under Planet Fitness' operational control for the duration of fiscal year 2022 (January 1, 2022 - December 31, 2022).

performance metrics table

METRIC	FY22	FY21	FY20
Environmental			
Materials & Equipment			
Materials with an environmental feature (% of total spend) ³¹	47%	37%	37%
Cleaning supplies	26%	28% ³²	--
Paper products	75%	51% ³²	65%
Equipment diverted from landfill (%)	100%	100%	100%
Governance			
Corporate Governance & ESG Oversight			
Board Directors - racially/ethnically diverse	25.00%	25.00%	--
Board Directors - women	37.50%	25.00%	--
Business Ethics & Compliance			
Completion rate for annual ethics & compliance trainings	100%	100%	--

³¹ Reflects purchasing data for the roughly 80% of our system who contract with vendors who provide reporting on supplies with environmental features. Data represents percentage of total reported spend.

³² In reviewing our 2021 purchased materials reporting, we determined there were inaccuracies in our calculation methodology. The disclosures in this data table reflect a restatement of the information with the 2021 data reported using the updated methodology.

additional resources

GENERAL DISCLOSURES

- [About Planet Fitness](#)
- [PF Purpose](#)
- [2021 ESG Report](#)
- [Planet Fitness, Inc. To Acquire 114 Locations From One Of Its Top Franchisees, Sunshine Fitness Growth Holdings, LLC](#)

ENVIRONMENTAL & SOCIAL

- [CNN - Why Planet Fitness Hasn't Raised Its \\$10 Monthly Gym Price In 30 Years](#)
- [Planet Fitness Continues Its Digital Evolution With New Mobile App](#)
- [PE@PF](#)
- [Planet Fitness Motivated 3.5 Million High School Students To Prioritize Their Mental And Physical Health This Summer As Part Of The 'High School Summer Pass' Initiative](#)
- [Planet Fitness Raises More Than \\$500,000 During October Fundraiser Benefitting Boys & Girls Clubs Of America](#)
- [Planet Fitness Awards \\$250,000 In Scholarships To 50 Boys & Girls Clubs Of America Teens For Their Efforts In Promoting A Kinder And More Inclusive World](#)
- [Club Cleanliness](#)
- [WELL Health-Safety Report](#)

GOVERNANCE

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