

GRI content index 2024

The Gym Group (TGG) presents its Global Reporting Initiative (GRI) content index. This index provides a structure to our sustainability reporting and information and data for topics that are material to our operations and sites. It supports our Annual Report and Accounts 2024.

Statement of use: The Gym Group has reported the information cited in this GRI content index for the period 01 January 2024 – 31 December 2024 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	The Gym Group plc (UK) Headquarters: 5 th Floor, OneCroydon, 12-16 Addiscombe Road, Croydon, CR0 0XT Country of operation: UK
	2-2 Entities included in the organization's sustainability reporting	The Gym Group Plc Annual Report and Accounts 2024, p.157
	2-3 Reporting period, frequency and contact point	Reporting period: 1 January 2024- 31 December 2024. Publication date: 12 March 2024 Sustainability Report published annually Contact point for questions regarding the report: Cornelia Woschek Sustainability and Business Development Director cornelia.woschek@thegymgroup.com
	2-4 Restatements of information	The Gym Group plc Annual Report and Accounts 2024 p.166
	2-5 External assurance	The Annual Report was externally audited by financial auditors Ernst & Young LLP. The information in the report relating to sustainability was not part of the scope of the external assurance, but it has been internally verified.
	2-6 Activities, value chain and other business relationships	The Gym Group plc Annual Report and Accounts 2024, p.63 The Gym Group plc Strategic Report includes: <ul style="list-style-type: none"> the Business Model on page 2, which describes the activities, products and services. the Market Review on pages 6-8, which describes the market. Principal Risks and Uncertainties on page 50, which includes Relationships with Key Suppliers as a principal risk linked to business strategy. s172 report on pages 75-79, which describes relationships with suppliers as a stakeholder. We do not describe the entities downstream from the organisation and their activities.

GRI Standard	Disclosure	Location				
		Female	Male	Other	Not disclosed	Total
	2-7 Employees	Number of employees (headcount):				
		582	1,269	0	0	1,851
		Number of permanent employees (headcount / FTE)				
		572	1249	0	0	1821
		Number of temporary employees (headcount / FTE)				
		10	20	0	0	30
		Number of non-guaranteed hours employees (headcount / FTE)				
		0	0	0	0	0
		Number of full-time employees (headcount / FTE)				
		184	407	0	0	591
		Number of part-time employees (headcount / FTE)				
		398	862	0	0	1260
		<ul style="list-style-type: none"> • Gender as specified by the employees themselves. 				
	2-8 Workers who are not employees	<p>We have had no one working in the business with 'worker status'.</p> <p>However, within the reporting period, 285 self-employed personal trainers were operating in our gyms and 5 contractors within our gym support function.</p>				
	2-9 Governance structure and composition	The Gym Group plc Annual Report and Accounts 2024, pp.64-70				
	2-10 Nomination and selection of the highest governance body	The Gym Group plc Annual Report and Accounts 2024, pp.80-83				
	2-11 Chair of the highest governance body	The Gym Group plc Annual Report and Accounts 2024, pp.71-72				
	2-12 Role of the highest governance body in overseeing the management of impacts	The Gym Group plc Annual Report and Accounts 2024, pp.71-72				
	2-13 Delegation of responsibility for managing impacts	The Gym Group plc Annual Report and Accounts 2024, pp.71, 90-92 https://www.tggplc.com/sustainability/sustainability-governance/				
	2-14 Role of the highest governance body in sustainability reporting	The highest governance body (the Board of The Gym Group plc) is responsible for reviewing and approving the reported information included in the Annual Report and Accounts 2024, including the organisation's material topics. The process for reviewing and approving the information involves review by the Sustainability Committee and escalation to the Board of Directors for approval, before publication of reported information.				

GRI Standard	Disclosure	Location
	2-15 Conflicts of interest	The Gym Group plc Annual Report and Accounts 2024, pp.74, 87 and 112
	2-16 Communication of critical concerns	<p>Critical concerns are communicated to the highest governance body by escalation through the relevant grievance mechanism, such as the Whistleblowing online platform, the People team, line managers and the Executive Committee.</p> <p>People and Operations are standing agenda items for the Board. The Group encourages staff to report any concerns they believe must be brought to management's attention concerning any financial or other impropriety. All employees receive a copy of the employee handbook and Whistleblowing Policy, which includes whistleblowing arrangements and sets out the procedures to follow should a staff member wish to raise concerns in confidence regarding suspicions of wrongdoing or unethical conduct, anonymously if preferred.</p> <p>No critical concerns were communicated to the highest governance body during the reporting period.</p>
	2-17 Collective knowledge of the highest governance body	<p>In 2024, to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development, an anonymous internal review of the Sustainability Committee's composition and performance against its duties under the Terms of Reference was conducted. Based on the results, it was concluded that the committee's composition and ability to discharge its duties remained effective. Further details on the review process can be found in the 2024 Nomination Committee report.</p> <p>The Gym Group plc Annual Report and Accounts 2024, pp.80-83.</p>
	2-18 Evaluation of the performance of the highest governance body	The Gym Group plc Annual Report and Accounts 2024, pp.80-83
	2-19 Remuneration policies	The Gym Group plc Annual Report and Accounts 2024, pp.92-96
	2-20 Process to determine remuneration	The Gym Group plc Annual Report and Accounts 2024, pp.92-96
	2-21 Annual total compensation ratio	<p>The Gym Group plc Annual Report and Accounts 2024, p.xx</p> <p>The ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is: 66:1</p>
	2-22 Statement on sustainable development strategy	https://www.tggplc.com/sustainability/our-strategy/
	2-23 Policy commitments	<p>The Gym Group policy commitments can be found here:</p> <p>https://www.tggplc.com/policies-and-statements</p>
	2-24 Embedding policy commitments	<p>The Gym Group embeds its policy commitments through:</p> <ul style="list-style-type: none"> Publishing policies internally on the Company intranet and externally on the Company's website https://www.tggplc.com/policies-and-statements.

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		<ul style="list-style-type: none"> Ensuring that an appropriate governance body or individual approves policies and updates to policies. Providing training to relevant staff (and, where appropriate, all staff) on the policy.
	2-25 Processes to remediate negative impacts	<p>The Gym Group has several processes for remediating its negative impacts</p> <ul style="list-style-type: none"> As mentioned above, The Gym Group operates a Whistleblowing Policy where individuals can raise concerns anonymously. All submissions via this channel are reviewed by the Company Secretary and escalated if and as appropriate (none in 2024). The related procedures were reviewed and concluded as effective at the Audit and Risk Committee meeting in November 2024. Annual mandatory training relating to the Anti-Bribery and Anti-Corruption Policy was issued in 2024, as in previous years. The related procedures were reviewed and concluded as effective at the Audit and Risk Committee meeting in November 2024. <p>https://www.tggplc.com/policies-and-statements/</p>
	2-26 Mechanisms for seeking advice and raising concerns	<p>Individuals can seek advice on implementing TGG's policies and practices for responsible business conduct by referring to the company intranet or the Company website, where these policies are available. If required, members of the People team, the Company Secretary, and IT are also available by e-mail, Teams, or in-person to address any queries on employee, governance and compliance, and technology matters.</p> <p>Individuals may raise concerns about TGG's business conduct to their line manager or via our online whistleblowing platform (submissions may be made anonymously if preferred) pursuant to the Whistleblowing Policy, which is available on the Company's website and staff intranet.</p> <p>https://www.tggplc.com/policies-and-statements</p>
	2-27 Compliance with laws and regulations	We are not aware of any instances of the Company's non-compliance with applicable laws and regulations during the reporting period.
	2-28 Membership associations	<p>The Gym Group has been a member of:</p> <ul style="list-style-type: none"> ukactive since 2009. John Treharne (Chair of the Board) is on the Board of ukactive as Elected Director - Commercial Fitness Sector. EuropeActive since 2013. John Treharne is a member of the Board. EuropeActive President's Council since 2022
	2-29 Approach to stakeholder engagement	The Gym Group plc Annual Report and Accounts 2024, pp.75-78
	2-30 Collective bargaining agreements	0% of our employees are covered by a collective bargaining agreement.

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	https://www.tggplc.com/sustainability/our-strategy/materiality-assessment/
	3-2 List of material topics	<p>The Gym Groups material topics include:</p> <ol style="list-style-type: none"> 1. Safeguarding customer data and privacy <ul style="list-style-type: none"> • GRI 418: Customer Privacy 2016 2. Providing good jobs and career opportunities <ul style="list-style-type: none"> • GRI 401: Employment 2016 • GRI 404: Training and Education 2016 • GRI 201: Economic Performance 2016 3. Breaking down barriers to fitness for all <ul style="list-style-type: none"> • GRI 413: Local Communities 2016 4. Protecting our employees' and members' health, safety and wellbeing <ul style="list-style-type: none"> • GRI 416: Customer Health and Safety 2016 • GRI 403: Occupational Health and Safety 2018 5. Building a diverse, equal and inclusive workplace <ul style="list-style-type: none"> • GRI 405: Diversity and Equal Opportunity 2016 6. Generating social value <ul style="list-style-type: none"> • GRI 413: Local Communities 2016 7. Reducing our carbon emissions <ul style="list-style-type: none"> • GRI 302: Energy 2016 • GRI 305: Emissions 2016 <p>The list of material topics is the same as those identified in our 2023 reporting period.</p>

GRI Standard	Disclosure	Location																																									
GRI 201: Economic Performance 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2024, pp.50-60																																									
	201-1 Direct economic value generated and distributed	The Gym Group plc Annual Report and Accounts 2024, p.118 <table border="1"> <thead> <tr> <th></th> <th></th> <th>2024 (£m)</th> <th>2023 (£m)</th> <th>2022 (£m)</th> </tr> </thead> <tbody> <tr> <td>Economic value generated</td> <td>Revenue</td> <td>226.3</td> <td>204.0</td> <td>172.9</td> </tr> <tr> <td rowspan="6">Economic value distributed</td> <td>Operating costs</td> <td>128.5</td> <td>122.4</td> <td>100.6</td> </tr> <tr> <td>Employee wages and benefits</td> <td>54.0</td> <td>47.3</td> <td>40.9</td> </tr> <tr> <td>Payments to providers of capital</td> <td>7.1</td> <td>6.5</td> <td>3,5</td> </tr> <tr> <td>Payments to the government by country</td> <td>0</td> <td>0</td> <td>(0.8)</td> </tr> <tr> <td>Community investments</td> <td>0</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Total</td> <td></td> <td>189.6</td> <td>176.2</td> <td>144.2</td> </tr> <tr> <td>Economic value retained</td> <td>Direct economic value generated – economic value distributed</td> <td>36.7</td> <td>27.8</td> <td>28.7</td> </tr> </tbody> </table>			2024 (£m)	2023 (£m)	2022 (£m)	Economic value generated	Revenue	226.3	204.0	172.9	Economic value distributed	Operating costs	128.5	122.4	100.6	Employee wages and benefits	54.0	47.3	40.9	Payments to providers of capital	7.1	6.5	3,5	Payments to the government by country	0	0	(0.8)	Community investments	0	N/A	N/A	Total		189.6	176.2	144.2	Economic value retained	Direct economic value generated – economic value distributed	36.7	27.8	28.7
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201-2 Financial implications and other risks and opportunities due to climate change	The Gym Group plc Annual Report and Accounts 2024, TCFD, pp.46-49																																										
201-3 Defined benefit plan obligations and other retirement plans	The Gym Group plc Annual Report and Accounts 2024 pp.94-95 <ul style="list-style-type: none"> a. N/A b. N/A c. N/A d. We provide two separate pension schemes. Under the Group's salary sacrifice pension scheme, employees contribute 5% of salary, while The Gym Group contributes 4%. Under the auto-enrolment scheme, eligible employees contribute a minimum of 4%, and The Gym Group contributes 3% in line with the UK auto-enrolment regulations. e. Membership in the salary sacrifice pension scheme is voluntary, 8% of our employees are in this scheme. Over 																																										

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		92% of employees who earn over the auto-enrolment threshold are members of the auto-enrolment scheme.
	201-4 Financial assistance received from the government	N/A - no financial assistance received in FY24.
GRI 302: Energy 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2024, pp.42-45 https://www.tggplc.com/sustainability/our-strategy/responsibility-to-the-environment/
	302-1 Energy consumption within the organization	The Gym Group plc Annual Report and Accounts 2024, pp.44-45
	302-2 Energy consumption outside of the organization	Not applicable: TGG does not export energy or lease sites to external businesses.
	302-3 Energy intensity	816,258 kWh/million visits (Scope 1 and 2 emissions plus Scope 3 grey fleet)
	302-4 Reduction of energy consumption	The Gym Group plc Annual Report and Accounts 2024, p.45
	302-5 Reductions in energy requirements of products and services	Not applicable: The Gym Group is not subject to requirements in reducing energy for its services. In addition, TGG does not sell products directly to its customers, and therefore, this disclosure does not apply to the organisation.
GRI 305: Emissions 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2024, pp.42-45 https://www.tggplc.com/sustainability/our-strategy/responsibility-to-the-environment/
	305-1 Direct (Scope 1) GHG emissions	The Gym Group plc Annual Report and Accounts 2024, pp.44-45
	305-2 Energy indirect (Scope 2) GHG emissions	The Gym Group plc Annual Report and Accounts 2024, pp.44-45
	305-3 Other indirect (Scope 3) GHG emissions	The Gym Group plc Annual Report and Accounts 2024, pp.44-45
	305-4 GHG emissions intensity	The Gym Group plc Annual Report and Accounts 2024, p.44
	305-5 Reduction of GHG emissions	The Gym Group plc Annual Report and Accounts 2024, p.44-45
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable: TGG does not procure or purchase products or services with ozone-depleting substances. This has been assessed in line with the EPA guidance.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable: Significant air emissions have not been identified as materially significant to TGG. Based on the refrigerant emissions and other key activity sources, nitrogen dioxide, sulphur dioxide and other pollutants do not meet the significance threshold for harm.
GRI 401: Employment	3-3 Management of material	The Gym Group plc Annual Report and Accounts 2024, pp.38-41

GRI Standard	Disclosure	Location																					
2016	topics	https://www.tggplc.com/sustainability/our-strategy/																					
	401-1 New employee hires and employee turnover	<p>Total number and rate of new employee hires during 2024 by age group:</p> <table border="1"> <thead> <tr> <th>Total employees as of 31/12/24</th> <th>Total new hires</th> <th>Rate of new hires (%)</th> </tr> </thead> <tbody> <tr> <td>30 years and under</td> <td>532</td> <td>58.6</td> </tr> <tr> <td>31-50 years old</td> <td>334</td> <td>36.8</td> </tr> <tr> <td>Over 50 years old</td> <td>42</td> <td>4.6</td> </tr> </tbody> </table> <p>Total number and rate of new employee hires during 2024 by gender:</p> <table border="1"> <thead> <tr> <th>Total employees as of 31/12/24</th> <th>Total new hires</th> <th>Rate of new hires (%)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>583</td> <td>64.2</td> </tr> <tr> <td>Female</td> <td>325</td> <td>35.8</td> </tr> </tbody> </table> <p>Total number and rate of new employee hires during 2024 by region:</p> <p>908 new hires were recruited to work in the UK.</p>	Total employees as of 31/12/24	Total new hires	Rate of new hires (%)	30 years and under	532	58.6	31-50 years old	334	36.8	Over 50 years old	42	4.6	Total employees as of 31/12/24	Total new hires	Rate of new hires (%)	Male	583	64.2	Female	325	35.8
	Total employees as of 31/12/24	Total new hires	Rate of new hires (%)																				
30 years and under	532	58.6																					
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401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>No benefits are determined by whether an employee is part-time or full-time. Benefit eligibility is determined by role/management level within the business, length of service (determined by probation period) or eligibility for salary sacrifice based on National Minimum Wage requirements.</p> <p>Temporary employees are usually not entitled to:</p> <ul style="list-style-type: none"> • Private Medical Insurance • Life Assurance • Electric Car Scheme. <p>Although our Fitness Trainers are part-time workers, their entitlement to certain benefits is determined by their role or eligibility for salary sacrifice based on National Minimum Wage requirements, not their part-time status. Certain benefits will be tailored specifically to them, for example, discounts on CPD learning specific to their professional qualifications.</p> <p>In 2024, we launched two new benefits available to all employees: a 24/7 virtual GP service through Doctorline and a Virtual dentist through Toothfairy.</p>																						
401-3 Parental leave	<p>Total number of employees that were entitled to parental leave by gender:</p> <p>Entitled to parental leave as of 31st December 2024</p>																						

GRI Standard	Disclosure	Location		
		Male	Female	Total
		1284	586	1870
		Total number of employees that took parental leave by gender		
		Male	Female	Total
		23	26	49
		Total number of employees that returned to work in the reporting period after parental leave ended by gender		
		Male	Female	Total
		23	16	39
		The total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.		
		Male	Female	Total
		19	9	28
		Return to work and retention rates of employees that took parental leave, by gender.		
			Male	Female
		Return to work rate	100%	62%
		Retention Rate	83%	56%
			Total	80%
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2024, p.36-37 https://www.tggplc.com/sustainability/our-strategy/		
	403-1 Occupational health and safety management system	<p>a) The Gym Group's health and safety management system is certified to ISO 45001:2018, the international standard for Occupational Health and Safety Management Systems.</p> <p>Legal requirements are to make suitable arrangements to manage health and safety [Management of Health and Safety Regulations 1999 S.5(1)]. Plus, a more general duty to ensure the health, safety, and well-being of all affected by our undertaking (Health and Safety at Work Act 1974).</p> <p>b) The health and safety management system covers all employees and contractors: based in operational gyms (employees, self-employed trainers, contract cleaners, concessionaires, contractors, consultants); central support employees (employees, office workers, field / remote workers); sites managed under Construction Design Managers (Principal Contractor, Principal Designer, contractors, consultants).</p>		

GRI Standard	Disclosure	Location
	403-2 Hazard identification, risk assessment, and incident investigation	<p>a) Local checklists and inspections, audits (3rd party), risk assessments (3rd party)</p> <ul style="list-style-type: none"> i. Digital training program for new employees, which is reviewed annually ii. Health, Safety and Wellbeing Working Group and Sustainability Board Committee. Rolling annual development plan <p>b) Processes for workers to report work-related hazards and hazardous situations:</p> <p>Hazard [including incidents and near misses] reporting is completed digitally using our health and safety compliance portal. Reports are not anonymous; senior management has central visibility of completed incident reports. The company also has a Whistleblowing Policy, which enables employees to confidentially report qualifying disclosures to executive employees in line with The Employment Rights Act 1996.</p> <p>c) Our Whistleblowing Policy includes a specific reference to allowing our staff to remove themselves from work situations that they believe could cause injury or ill health and how they would be protected from reprisals in such a situation.</p> <p>d) Processes to investigate work-related incidents:</p> <ul style="list-style-type: none"> i. Accident/incident reporting tools via digital platform. ii. External health and safety consultancy to support investigations plus a 24/7 advice line available to all managers. iii. The Internal Health and Safety team lead all high-profile investigations. iv. We have processes to manage crises and high-profile incidents that support business continuity.
	403-3 Occupational health services	<p>a) Occupational health services to identify and eliminate hazards and minimise risks, how quality of service is ensured, and how workers access the service:</p> <p>The employee assistance program (EAP) is available to all employees, as are eye test vouchers for employees who use Display Screen Equipment (DSE) habitually as part of their standard workday. The EAP service is confidential, nationwide, 24/7, 365 days a year.</p> <p>Accredited counsellors and information specialists offer support and advice on health and wellbeing issues, as well as counselling services and information on personal, legal, and financial matters. Health Assured provides the service externally. We receive quarterly management information reports from Health Assured to monitor usage and employee well-being indicators. Our dedicated account manager supports us in promoting the service.</p> <p>We also partner with an Occupational Health partner, Pegasus, to whom we can refer employees as required following consultation with the employee.</p>
	403-4 Worker participation, consultation, and communication on occupational	<p>a) Processes for worker participation and consultation in health and safety management system:</p> <ul style="list-style-type: none"> • Health and Safety Governance:

GRI Standard	Disclosure	Location
	health and safety	<ul style="list-style-type: none"> • Health and Safety Heroes Working Group, • Health, Safety and Wellbeing Working Group, • Sustainability Board Committee. <p>Health and Safety Heroes consult with their regions on health and safety matters and share with the working group. Any key issues are escalated to the Health, Safety and Wellbeing Working Group for further discussion and action.</p> <p>b) Description of formal joint management-worker health and safety committees:</p> <p>Health and Safety Hero responsibilities: Discuss Health and Safety matters with colleagues within their region and escalate back to the working group, support initiatives and projects and improve health and safety performance within their regions.</p> <p>These meetings are scheduled quarterly in accordance with the Health, Safety, and Wellbeing Working Group. In 2024, we met three times. Health and Safety Heroes are IOSH Managing Safely qualified and some hold NEBOSH General Certificates. Additional development plans include fire evacuation 'Train the Trainer' and NEBOSH General Certificates for those who do not already have them.</p>
	403-5 Worker training on occupational health and safety	<p>a) Occupational health and safety training:</p> <p>We have a bespoke suite of health and safety training modules called GymSafe. Every employee is required to undertake this training upon joining The Gym Group, and each unit is reviewed annually.</p> <p>A suite of health and safety toolkits is also available to employees and shared via our company intranet and other Policies. These are reviewed annually, along with our standard Health and Safety Policy.</p>
	403-6 Promotion of worker health	<p>a) We provide healthcare insurance as an employment benefit for roles which are Level 3 (Managers) and above.</p> <p>b) In December 2024 we also launched Doctor Line to all employees providing them with 24/7 access to video GP appointments and prescription medicine.</p> <p>c) Employees also have access to a team of Mental Health Ambassadors (MHA) trained in Mental Health First Aid.</p> <p>d) In addition, across 2023 and 2024, we have continued to offer Mental Health Awareness training, and in 2024, we upskilled a further 12 of our Employee Relations Champions in partnership with Mental Health First Aid England, strengthening our manager's wellbeing skills. Furthermore, in 2024 we launched a suite of digital learning available to all employees on various wellbeing topics, including modules covering mental health awareness. Supportive resources and signposting, including access to our EAP service, remain available to all employees via our Wellbeing Hub on Core, the company's communication platform.</p> <p>e) Our wellbeing strategy, Wellbeing at The Gym Group, sets out our commitment to employee wellbeing. We continue to deliver against our wellbeing strategy and regularly provide new and improved resources to support employee</p>

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		<p>wellbeing proactively. We also offer clear signposting for crisis support for Managers.</p> <p>f) Every employee (and workers who are not employees) has free, unlimited access to and use of the gym facilities for themselves and a friend or family member.</p>
	<p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>a) Occupational health and safety risks associated with business activities, operations, and services are identified through a structured risk management program that reviews strategic, tactical, and operational risks.</p> <p>Several specialists are appointed to carry out risk assessments outside the competency of internal The Gym Group stakeholders, including fire, legionella and asbestos.</p> <p>Several personal risk assessments are carried out with employees who undertake certain activities that may affect their health and safety, including Display Screen Equipment (DSE), lone worker assessment, health assessments, manual handling, and those of a vulnerable disposition (e.g., expectant mother, child / young worker).</p>
	<p>403-8 Workers covered by an occupational health and safety management system</p>	<p>a) Number of workers covered by an occupational health and safety management system:</p> <ul style="list-style-type: none"> i. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by an occupational health and safety management system: 100% (1,851 employees, 285 self-employed and 5 Contractors) ii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such an occupational health and safety management system that has been internally audited; 100% 1,851 employees, 285 Self Employed and 5 Contractors) iii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by an occupational health and safety management system that has been audited or certified by an external party: 100% (1,851 employees, 285 Self Employed and 5 Contractors) <p>b) Whether and, if so, why any workers have been excluded from this disclosure, including the types of workers excluded: N/A</p>

GRI Standard	Disclosure	Location																																				
	403-9 Work-related injuries	<p>a) Employees</p> <table border="1" data-bbox="735 232 1490 808"> <thead> <tr> <th></th> <th>Number</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related injury</td> <td>0</td> <td>0</td> </tr> <tr> <td>High-consequence work-related injuries (excluding fatalities)</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable work-related injury</td> <td>0</td> <td>0</td> </tr> <tr> <td>Main types of work-related injury</td> <td colspan="2">N/A</td> </tr> <tr> <td>Number of hours worked</td> <td colspan="2">We do not track the number of hours worked in our business</td> </tr> </tbody> </table> <p>b) Contractors</p> <table border="1" data-bbox="735 920 1490 1496"> <thead> <tr> <th></th> <th>Number</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related injury</td> <td>0</td> <td>0</td> </tr> <tr> <td>High-consequence work-related injuries (excluding fatalities)¹</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable work-related injury²</td> <td>0</td> <td>0</td> </tr> <tr> <td>Main types of work-related injury</td> <td colspan="2">N/A</td> </tr> <tr> <td>Number of hours worked</td> <td colspan="2">We do not track the number of hours worked in our business</td> </tr> </tbody> </table> <p>c) High-risk hazards, along with all hazards, are pre-determined through a process of risk assessment but also a regular review of accident and incident data.</p> <p>d) Other hazards are identified through routine inspections undertaken by on-site employees to ascertain the condition of the property, equipment, and other services. We also use our audit process to identify hazards and measure the effectiveness of the health and safety management system.</p> <p>e) Rates calculated per 10,000 employees, adjusted from per 1,000,000 hours.</p> <p>f) No types of workers have been excluded from this disclosure.</p> <p>g) No additional contextual information is considered necessary.</p>		Number	Rate	Fatalities as a result of work-related injury	0	0	High-consequence work-related injuries (excluding fatalities)	0	0	Recordable work-related injury	0	0	Main types of work-related injury	N/A		Number of hours worked	We do not track the number of hours worked in our business			Number	Rate	Fatalities as a result of work-related injury	0	0	High-consequence work-related injuries (excluding fatalities) ¹	0	0	Recordable work-related injury ²	0	0	Main types of work-related injury	N/A		Number of hours worked	We do not track the number of hours worked in our business	
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GRI Standard	Disclosure	Location																																
	403-10 Work-related ill health	<p>a) Employees</p> <table border="1" data-bbox="735 232 1490 611"> <thead> <tr> <th></th> <th>Number (2024)</th> <th>Number (2023)</th> <th>Number (2022)</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Main types of work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>b) Contractors</p> <table border="1" data-bbox="735 770 1490 1149"> <thead> <tr> <th></th> <th>Number (2024)</th> <th>Number (2023)</th> <th>Number (2022)</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable work-related ill health</td> <td>0</td> <td>0</td> <td>1</td> </tr> <tr> <td>Main types of work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>c) Cleaning chemicals, maintenance chemicals, asbestos, legionella bacteria, needlestick injuries and subsequent blood-borne viruses, mental health issues [stress, anxiety, depression], and COVID-19 have been identified as the key work-related hazards that pose a risk of ill health. These have been identified through a process of risk assessment.</p> <p>d) No workers have been excluded from this disclosure.</p> <p>No additional contextual information is considered necessary.</p>		Number (2024)	Number (2023)	Number (2022)	Fatalities as a result of work-related ill health	0	0	0	Recordable work-related ill health	0	0	0	Main types of work-related ill health	0	0	0		Number (2024)	Number (2023)	Number (2022)	Fatalities as a result of work-related ill health	0	0	0	Recordable work-related ill health	0	0	1	Main types of work-related ill health	0	0	0
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GRI 404: Training and Education 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2024, pp.38-41 https://www.tggplc.com/sustainability/our-strategy/																																
	404-1 Average hours of training per year per employee	<p>This data includes average hours for all compliance digital learning. Compliance training includes ED&I/ Anti-Harassment and Bullying, GDPR & Cyber Security, Anti Bribery, Corruption and Whistleblowing training and Health and Safety compliance modules. This is standard training applicable for both male and female employees. We cannot accurately report hours for our development programmes, apprenticeships, professional qualification learning, or ad-hoc training as these are not recorded within our central people management system.</p> <p>In addition, estimated average hours include</p> <ul style="list-style-type: none"> • Senior leadership development sessions, • Manager leadership capability upskilling and self-awareness to drive better collaboration and service. • Transactional Skills sessions, e.g. Excel, PowerPoint 																																

GRI Standard	Disclosure	Location																				
		<table border="1"> <thead> <tr> <th data-bbox="726 183 1235 232">Employee Category</th> <th data-bbox="1235 183 1497 232">Number of hours</th> </tr> </thead> <tbody> <tr> <td data-bbox="726 232 1235 282">Executive Committee (Director)</td> <td data-bbox="1235 232 1497 282">47</td> </tr> <tr> <td data-bbox="726 282 1235 331">Director</td> <td data-bbox="1235 282 1497 331">29</td> </tr> <tr> <td data-bbox="726 331 1235 380">Head of level</td> <td data-bbox="1235 331 1497 380">29</td> </tr> <tr> <td data-bbox="726 380 1235 430">Senior Manager</td> <td data-bbox="1235 380 1497 430">32</td> </tr> <tr> <td data-bbox="726 430 1235 479">Manager</td> <td data-bbox="1235 430 1497 479">29</td> </tr> <tr> <td data-bbox="726 479 1235 528">Lead</td> <td data-bbox="1235 479 1497 528">17</td> </tr> <tr> <td data-bbox="726 528 1235 577">Associates</td> <td data-bbox="1235 528 1497 577">17</td> </tr> <tr> <td data-bbox="726 577 1235 627">Gym Management</td> <td data-bbox="1235 577 1497 627">42</td> </tr> <tr> <td data-bbox="726 627 1235 712">Gym Associates</td> <td data-bbox="1235 627 1497 712">6</td> </tr> </tbody> </table>	Employee Category	Number of hours	Executive Committee (Director)	47	Director	29	Head of level	29	Senior Manager	32	Manager	29	Lead	17	Associates	17	Gym Management	42	Gym Associates	6
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404-2 Programs for upgrading employee skills and transition assistance programs	<p>The Gym Group plc Annual Report and Accounts 2024, pp.38-39</p> <p>For employees at risk of redundancy, outplacement support is provided and is guided by our recruitment team. Examples of the support provided include support with CV writing, preparing for interviews and 1:1 support sessions.</p>																					
404-3 Percentage of employees receiving regular performance and career development reviews	<p>In June 2024, we updated our existing performance and review framework (Coaching for Performance), transferring it to an online process embedded within our people management system. This process has enabled us to report on completion rates and digitalise our talent mapping processes.</p> <p>Within our gym operations workforce, our teams have their Coaching for Performance discussion 3 times a year, within the last review of 2024 an average 93% received their Coaching for Performance conversation.</p> <p>Across our support functions, our Coaching for Performance discussions occur twice yearly in January and July. In 2024, on average 91.3% of this employee population completed their Coaching for Performance reviews.</p>																					
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	<p>The Gym Group plc Annual Report and Accounts 2024, p.40-41</p> <p>https://www.tggplc.com/sustainability/our-strategy/</p>																				
	405-1 Diversity of governance bodies and employees	<p>Board members (as of 31 December 2024)</p> <table border="1"> <tbody> <tr> <td data-bbox="726 1552 943 1601" rowspan="2">Gender</td> <td data-bbox="943 1552 1230 1601">Male</td> <td data-bbox="1230 1552 1497 1601">85.7%</td> </tr> <tr> <td data-bbox="943 1601 1230 1650">Female</td> <td data-bbox="1230 1601 1497 1650">14.3%</td> </tr> <tr> <td data-bbox="726 1650 943 1700" rowspan="3">Age group</td> <td data-bbox="943 1650 1230 1700">Under 30 years old</td> <td data-bbox="1230 1650 1497 1700">0%</td> </tr> <tr> <td data-bbox="943 1700 1230 1749">30-50 years old</td> <td data-bbox="1230 1700 1497 1749">28.5%</td> </tr> <tr> <td data-bbox="943 1749 1230 1798">Over 50 years old</td> <td data-bbox="1230 1749 1497 1798">71.5%</td> </tr> </tbody> </table>	Gender	Male	85.7%	Female	14.3%	Age group	Under 30 years old	0%	30-50 years old	28.5%	Over 50 years old	71.5%								
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	405-2 Ratio of basic salary and remuneration of women to men	The Gym Group plc Annual Report and Accounts 2024, pp.40 and 81-82																																																																													
GRI 413: Local Communities 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2024, p.11, 36, 91, 111 https://www.tggplc.com/sustainability/our-strategy/																																																																													
	413-1 Operations with local community engagement, impact assessments, and development programs	Community engagement takes place at a local gym level. Participation is driven by the individual gyms working with local community organisations, whether through corporate partnerships, supporting fitness and wellness awareness events with local organisations, or fundraising for local charities through in-gym fitness initiatives or charity collections.																																																																													

GRI Standard	Disclosure	Location						
		<p>Currently, there is no central collation of data to report on the impact of these initiatives.</p> <p>In 2024, we raised £100,000 for NHS Charities Together, our national Charity Partner. The Gym Group plc Annual Report and Accounts 2024, pp.36 and 111</p>						
	<p>413-2 Operations with significant actual and potential negative impacts on local communities</p>	<p>Environmental / Amenity Matters:</p> <p>The 24-hour use of TGG operations has the potential to impact our local communities. TGG employs consultants to assess the existing environment and the proposed use. TGG and its consultants develop mitigation measures to ensure the proposals have no unacceptable impact and align with the required planning policies and British Standards. The planning application process provides for reviewing and confirming the proposals to ensure compliance. Where operational issues do arise, TGG and its consultant team work with the local Environmental Health Officer and/or local representatives as relevant to review and address any problems.</p> <p>Across our 245 open gyms, less than 10 have some acoustic concerns; we anticipate that most of these will be resolved throughout 2025.</p> <p>We have continued to work with our landlords, neighbours and local authorities to reduce the impact of our gyms on the local environment. In most cases, we have removed the problem by relocating equipment or installing simple acoustic attenuation devices.</p>						
<p>GRI 416: Customer Health and Safety 2016</p>	<p>3-3 Management of material topics</p>	<p>The Gym Group plc Annual Report and Accounts 2024, pp.34-36 https://www.tggplc.com/sustainability/our-strategy/</p>						
	<p>416-1 Assessment of the health and safety impacts of product and service categories</p>	<p>Of our 19 high-level risk assessments, 3 (15%) are currently being assessed for improvement opportunities; these relate to:</p> <ul style="list-style-type: none"> - Remote Supervision - Equipment Toppling Risk - FITquest (Manufacture and Supply) 						
	<p>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<table border="1" data-bbox="735 1323 1449 1592"> <tbody> <tr> <td data-bbox="735 1323 1382 1413">Incidents of non-compliance with regulations resulting in a fine or penalty</td> <td data-bbox="1382 1323 1449 1413">0</td> </tr> <tr> <td data-bbox="735 1413 1382 1503">Incidents of non-compliance with regulations resulting in a warning</td> <td data-bbox="1382 1413 1449 1503">0</td> </tr> <tr> <td data-bbox="735 1503 1382 1592">Incidents of non-compliance with voluntary codes</td> <td data-bbox="1382 1503 1449 1592">0</td> </tr> </tbody> </table> <p>Details of incident: N/A</p>	Incidents of non-compliance with regulations resulting in a fine or penalty	0	Incidents of non-compliance with regulations resulting in a warning	0	Incidents of non-compliance with voluntary codes	0
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<p>GRI 418: Customer Privacy 2016</p>	<p>3-3 Management of material topics</p>	<p>The Gym Group plc Annual Report and Accounts 2024, pp.56-57</p> <p>Our Data Protection Governance Model provides:</p> <ul style="list-style-type: none"> • A nationwide standard for data privacy • Integration with Information Security core functions • Mandatory training and awareness for employees, including: <ul style="list-style-type: none"> • Cyber Security Awareness (all staff) • GDPR Training (all staff) • Advanced GDPR Training (key data users) • Third-party data processor reviews • Legal support and guidance for data protection issues 						

GRI Standard	Disclosure	Location
		<ul style="list-style-type: none"> • A calendar of data privacy and security actions, including the following assessments completed since Q4 2021: <ul style="list-style-type: none"> • Regular UK GDPR audit • Cyber incident response exercise • PCI level 2 gap analysis • Cyber3 Risk assessment • PCI application vulnerability scans • Office 365 security review • Website security testing • Regular policy reviews and audits • Data Protection Policies in place <ul style="list-style-type: none"> • For members https://www.thegymgroup.com/privacy-cookiepolicy/ • For staff (available on the internal network) • Mature Data Subject Access Request process in place for managing subject access requests from staff and members • Strengthening our Privacy Framework - use of a specialist software platform to: <ul style="list-style-type: none"> • Automate DPIA reviews • Maintain a 'Register of Processing Activities' • Improve data governance • Safeguarding Personal Data <ul style="list-style-type: none"> • TGG employs several security controls to protect systems and data • Vendors and new third parties are evaluated against set security requirements during an onboarding phase • The website undergoes regular vulnerability scans and assessments
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>a) 1 complaint was received involving one data subject and none were reportable to the ICO.</p> <p>b) No leaks, thefts or losses of customer data were identified.</p>