

INSPIRED

Streamlined Energy & Carbon Reporting (SECR)

The Gym Group PLC

FY2025



SECR Highlights

The Gym Group PLC

Reporting Year: 1st January 2025 – 31st December 2025

Year-on-year Changes

- Natural Gas (Scope 1) emissions decreased by 8.63% in FY2025 compared to FY2024 due to retrofitting sites with Air Source Heat Pumps (ASHPs) in FY2024 and continued rollout of new sites without gas.
- Electricity & Purchased Heat (Scope 2) emissions fell by 10.83% in FY2025 relative to FY2024, reflecting the continued decarbonisation of the UK electricity grid and the resulting lower emission factors.
- Transport (Scope 3) emissions declined by 4.26% in FY2025 compared to FY2024, driven by the changes in operational activities.

Energy Saving Projects: Highlights

- Installation of ASHPs
- Green Energy Procurement and Generation
- Voltage Optimisation Rollout

Carbon and Energy Overview

Table 1: Energy Source Breakdown for Total UK Location-Based Emissions.

	Natural Gas & Refrigerants	Electricity, Purchased Heat & Cooling	Transport	Total
FY2025 Carbon and Energy Consumption				
kWh	8,349,181	45,449,747	572,820	54,371,748
tCO ₂ e	1,553.54	8,040.46	127.49	9,721.49
FY2024 Carbon and Energy Consumption				
kWh	8,828,082	43,725,416	597,445	53,150,943
tCO ₂ e	1,700.27	9,016.77	133.16	10,850.21
YoY Percentage Change (tCO ₂ e)	-8.63%	-10.83%	-4.26%	-10.40%

Table 2: Emission Intensity Breakdown for Total UK Location-Based Emissions.

	Natural Gas & Refrigerants	Electricity, Purchased Heat & Cooling	Transport	Total
Carbon Intensity Metrics				
FY2025 tCO ₂ e per Million Member Visits	22.46	116.24	1.84	140.54
FY2024 tCO ₂ e per Million Member Visits	26.12	138.50	2.05	166.66
YoY Percentage Change (tCO ₂ e)	-14.00%	-16.07%	-9.89%	-15.67%

N.B. The reported Scope 1, 2 and 3 emissions have been rounded to two decimal places. Any calculations have been conducted using complete, unrounded figures.

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Executive Summary

SECR disclosures are mandatory for listed and large unlisted UK companies with reporting cycles beginning on or after 1st April 2019.

This report summarises The Gym Group PLC’s (The Gym Group) energy usage, associated emissions, energy efficiency actions and energy performance under the government policy Streamlined Energy & Carbon Reporting (SECR). This is implemented by the Companies (Directors’ Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. Mandatory information for compliance is outlined on pages 4, 6 and 7 of this report.

The appendix (page 7) includes the methodologies utilised for all calculations related to the elements reported under energy and carbon.

Under the legislation, The Gym Group must disclose its energy consumption, emissions, intensity metrics and all energy efficiency improvements implemented for all UK operations.

The Gym Group is a UK-incorporated business. The Gym Group PLC is the holding company of The Gym Limited, a wholly-owned subsidiary. 100% of the energy consumption and resulting emissions within the Group are attributable to the operations of The Gym Group Limited. An organisational boundary has been applied for the purposes of the reporting.

A total of 5.33% of consumption data used for SECR has been estimated to achieve 100% data coverage. This is an improvement from the FY2024 estimation level of 9.91%.

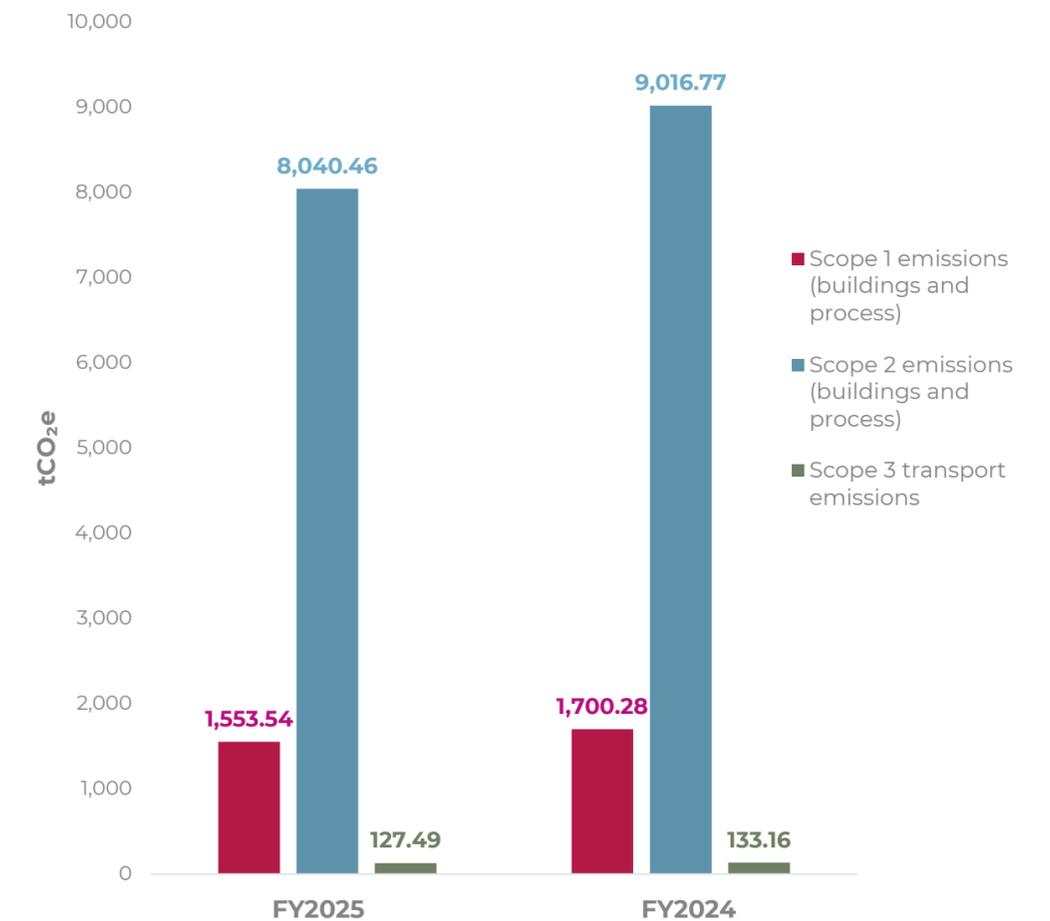
Reporting Year: January 2025 - December 2025

The Gym Group’s Scope 1 direct and Scope 3 indirect emissions (combustion of natural gas, refrigerant discharges and use of transportation fuels) for this reporting year are 1,681.03 tCO₂e, resulting from the direct combustion of 8,922,001 kWh of fuel. This represents a carbon reduction of 8.31% from last year, ending December 2024 (Table 1).

Scope 2 indirect emissions (purchased electricity, self-generated electricity and purchased heat and cooling) for this reporting year are 8,040.46 tCO₂e, resulting from 45,449,747 kWh of electricity, heat and cooling purchased and consumed in day-to-day business operations. This represents a carbon reduction of 10.83% from last year, ending December 2024 (Table 1).

The Gym Group’s operations have an intensity metric of 140.54 tCO₂e per million member visits for this reporting year. This represents a reduction in the operational carbon intensity of 15.67% from last year, ending December 2024 (Table 2).

Figure 1: Scope 1, 2 and 3 emissions (tCO₂e) for FY2025 vs. FY2024.



Annual Reporting Figures: Consumption & Location-Based Emissions

Table 4: The Gym Group PLC Total UK Energy Consumption (kWh).

Utility and Scope	FY2025 Consumption (kWh)	FY2024 Consumption (kWh)
	UK	UK
Scope 1 Total	8,349,181	8,828,082
Natural Gas (Scope 1)	8,349,181	8,828,082
Scope 2 Total	45,449,747	43,725,416
Grid-Supplied Electricity (Scope 2)	44,542,501	42,472,816
Heat, steam & cooling (Scope 2)	892,446	1,240,050
Self-Generation (Scope 2)	14,800	12,550
Scope 3 Total	572,820	597,445
Transportation (Scope 3)	572,820	597,445
Total	54,371,748	53,150,943

Table 5: The Gym Group PLC Total UK Location-based Emissions (tCO₂e).

Utility and Scope	FY2025 Emissions (tCO ₂ e)	FY2024 Emissions (tCO ₂ e)
	UK	UK
Scope 1 Total	1,553.54	1,700.27
Natural Gas (Scope 1)	1,527.57	1,614.66
Refrigerants (Scope 1)	25.97	85.62
Scope 2 Total	8,040.46	9,016.77
Grid-Supplied Electricity (Scope 2)	7,884.02	8,794.00
Heat, steam & cooling (Scope 2)	156.44	222.77
Scope 3 Total	127.49	133.16
Transportation (Scope 3)	127.49	133.16
Total	9,721.49	10,850.21

N.B. The reported Scope 1, 2 and 3 emissions have been rounded to two decimal places. Any calculations have been conducted using complete, unrounded figures.

Tables 4 and 5 show the consumption and associated location-based emissions for financial years ending December 2025 and December 2024 for all operations.

Scope 1 consumption and emissions include direct combustion of natural gas and refrigerant discharges.

Scope 2 consumption and emissions cover indirect emissions related to the consumption of purchased electricity, heat and cooling in day-to-day business operations. Self-generated electricity is also included within the consumption figures and emissions.

Scope 3 consumption and emissions cover emissions resulting from sources not directly owned by The Gym Group, i.e., grey fleet business travel undertaken in employee-owned vehicles only.

Table 3: The Gym Group PLC Total UK Emissions Intensity Metrics.

Intensity Metrics	Location-based		Market-based	
	FY2025	FY2024	FY2025	FY2024
Total Number of Member Visits (million)	69.17	65.10	69.17	65.10
All Scopes (tCO₂e) per Million Member Visits	140.54	166.66	43.09	55.00
Percentage Change	-15.67%		-21.65%	
Total Number of Gyms	260	245	260	245
All Scopes (tCO₂e) per Gym	37.39	44.29	11.46	14.62
Percentage Change	-15.57%		-21.56%	

N.B. The reported Scope 1, 2 and 3 intensity metrics have been rounded to two decimal places. Any calculations have been conducted using complete, unrounded figures.

The Gym Group dual-report on location-based and market-based emissions factors. Market-based emissions demonstrate the carbon reduction achieved by renewable electricity procurement. Market-based emissions are reported in tCO₂ only and reflect the specific emissions associated with a supplier-specific fuel mix or residual grid factor. Refer to the appendix for market-based methodology. Total market-based emissions are reported in Table 6.

Voluntary Dual-Reporting

Table 6: The Gym Group PLC Total UK Location and Market-based Emissions.

Utility and Scope	FY2025 Emissions		FY2024 Emissions	
	Location-based (tCO ₂ e)	Market-based (tCO ₂ e)	Location-based (tCO ₂ e)	Market-based (tCO ₂ e)
Scope 1 Total	1,553.54	1,553.54	1,700.27	1,700.27
Natural Gas (Scope 1)	1,527.57	1,527.57	1,614.66	1,614.66
Refrigerants (Scope 1)	25.97	25.97	85.62	85.62
Scope 2 Total	8,040.46	1,299.87	9,016.77	1,747.56
Grid-Supplied Electricity (Scope 2)*	7,884.02	1,143.44	8,794.00	1,524.78
Heat, steam & cooling (Scope 2)	156.44	156.44	222.77	222.77
Scope 3 Total	127.49	127.49	133.16	133.16
Transportation (Scope 3)	127.49	127.49	133.16	133.16
Total	9,721.49	2,980.90	10,850.21	3,580.99

* Grid-Supplied Electricity (Scope 2) emissions are reported in tCO₂ only, as per the market-based methodology. Please see the Appendix for further details.

N.B. The reported Scope 1, 2 and 3 emissions have been rounded to two decimal places. Any calculations have been conducted using complete, unrounded figures.

Year-on-Year Changes

Natural Gas and Refrigerants (Scope 1) emissions fell by 8.63% in FY2025 compared with FY2024. This reduction reflects the benefits of the Air Source Heat Pumps (ASHP) installed in FY2024 at six locations: Bolton, Crawley, Ilford Pioneer Point, Nottingham City, Hartlepool, and Birmingham Selly Oak. Continued rollout of ASHP, or alternatives, at most of the new gyms further decreased the company's reliance on gas.

Electricity and Purchased Heat and Cooling (Scope 2) emissions fell by 10.83% in FY2025 relative to FY2024. Despite higher member visits, expanded gym portfolio and warmer conditions, the electricity consumption rose only by 2,069,685 kWh. This increase was minimised as a result of continued Voltage Optimisation rollout which improved energy efficiency across sites. The overall Scope 2 emissions declined which reflects the ongoing decarbonisation of the UK electricity grid and the associated lower emission factors.

Transport (Scope 3) emissions reduced by 4.26% in FY2025 compared to FY2024, reflecting a decrease in mileage by 23,680 miles. Operations and Facilities Management were the largest contributors to Transport emissions, accounting for 21.34% and 20.37%, respectively.

Energy Efficiency Narrative

The Gym Group is committed to year-on-year improvements in its operational energy efficiency. A register of energy efficiency measures has been compiled, with a view to implementing these measures in the next five years.

Measures Undertaken In FY2025

Installation of ASHPs

The Gym Group continued rolling out a high-efficiency ASHP solution for most new sites instead of fitting standard gas-fired boilers. In FY2025, 15 out of 16 new openings were fitted with ASHPs, reducing reliance on gas. As a result, 6% fewer sites rely on gas-fired hot water, supporting lower energy consumption and emissions.

Green Energy Procurement and Generation

In FY2025, all The Gym Group's sites, where the company had control over purchased energy, were powered by 100% renewable electricity. The Gym Group also has photovoltaic solar panels (PVs) installed at the Cambridge and Uxbridge sites, which generate clean on-site power.

Voltage Optimisation Rollout

The Gym Group continued its rollout of Voltage Optimisation (VO) technology to improve electrical efficiency across the sites. In FY2025, VO systems were installed in an additional 106 gyms, helping reduce electricity consumption by optimising incoming voltage levels.

Water Consumption Monitoring

The Gym Group is trialling a system that captures and reports gym water consumption to identify hotspots and inform strategy development. Following an initial trial, the system has been successfully installed at 65 sites. Additionally, a number of sites have been refurbished with new shower equipment, lowering the water consumption.

Energy Management and Auditing

Energy management dashboard has been created for site, region and business level to provide accurate, up-to-date information on energy consumption and cost. An ongoing energy auditing programme is also in place to identify energy-saving opportunities and educate local teams.

Replacement of Air Handling Unit Control Panels

The Gym Group initiated a trial to replace older air-handling-unit control panels with modern systems that enable variable control settings. This allows ventilation and airflow to better align with member usage, improving operational efficiency.

LED Lighting

In FY2025, all The Gym Group's sites were powered by LED lighting, which improves energy efficiency.

Measures To Be Addressed In FY2026

Photovoltaic Solar Panels (PVs) strategy

The Gym Group will continue to explore installing solar panels as a strategy for on-site power generation and transitioning to Net-Zero.

Water Consumption Monitoring

In FY2025, the Gym Group has installed a water consumption monitoring system at 65 sites and will continue to plan further expansion.

Voltage Optimisation Rollout

The Gym Group will continue its rollout of voltage optimisation in FY2026, expanding the system to further sites.

Appendix

Compliance Responsibility

This report has been prepared by the ESG division of Inspired Limited for The Gym Group PLC by means of interpreting the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 as they apply to information supplied by The Gym Group PLC and its energy suppliers.

The Gym Group PLC's registered CEO and CFO are responsible for complying with the Regulations. They must be satisfied that, to the best of their knowledge, all relevant information concerning The Gym Group PLC's organisation structure, properties, activities and energy supplies has been provided to Inspired Limited.

This includes details of any complex ownership structures (for example, private equity funds, franchises for private finance initiatives) and electricity/gas usage that is covered by the EU Emissions Trading Scheme (ETS) or Climate Change Agreements (CCA) scheme, energy generated on-site (including Combined Heat and Power (CHP)) or supplied to/from a third party (i.e. not a licenced energy supplier or a landlord/tenant).

Reporting Methodology

This report (including the Scope 1, 2 and 3 kWh consumption and CO₂e emissions data) has been developed and calculated using the *GHG Protocol – A Corporate Accounting and Reporting Standard* (World Resources Institute and World Business Council for Sustainable Development, 2004); *Greenhouse Gas Protocol – Scope 2 Guidance* (World Resources Institute, 2015); *ISO 14064-1 and ISO 14064-2* (ISO, 2018; ISO, 2019); *Environmental Reporting Guidelines: Including Streamlined Energy and Carbon Reporting Guidance* (HM Government, 2019).

Government Emissions Factor Database 2025 version 1.0 has been used, utilising the published kWh gross Calorific Value (CV) and kgCO₂e emissions factors relevant for the reporting period 1st January 2025 - 31st December 2025.

To account for the unique nature of each meter and site, estimations were undertaken using a like-for-like approach. Using a full dataset comparison, electricity and gas consumption patterns were identified and then applied to sites with missing data using their FY2024 consumption profiles. Where FY2024 data were unavailable, estimations were calculated on a kWh/day pro-rata basis at the meter level. Full-year estimations were applied to 13 electricity supplies and 4 gas supplies. Overall, estimates accounted for 5.72% of reported consumption, down from 9.91% in FY2024, reflecting improved data quality.

Market-based emissions reflect the carbon reductions achieved through renewable energy procurement at sites where The Gym Group controls energy purchasing. A 0 tCO₂/kWh supplier-specific emission factor has been applied to these sites. During the year, The Gym Group PLC also obtained confirmation from landlords regarding the procurement of renewable electricity, which has been incorporated into the calculations with 0 tCO₂/kWh. The remaining landlord sites have been assigned a UK residual grid factor of 0.00032 tCO₂/kWh obtained from AIB.

The Gym Group PLC operates two solar photovoltaic (PV) systems at its Cambridge and Uxbridge sites. Due to difficulties in obtaining data, electricity generation from the Cambridge system has not been disclosed and will be revisited in FY2026. The Uxbridge solar PV system generated 14,800 kWh of electricity during FY2025, with no extrapolations required, demonstrating improved data quality from FY2024.

Intensity metrics have been calculated using total tCO₂e figures, and the selected performance indicator agreed with The Gym Group PLC for the relevant report period:

- Total Number of Member Visits (millions) **FY2025** (FY2024) **69.17** (65.10)
- Total Number of Gyms **FY2025** (FY2024) **260** (245)

Glossary

Scope 1: Emissions associated with gas usage and refrigerant discharges.

Scope 2: Emissions associated with the consumption of purchased and self-generated electricity are presented on both a location-based (using country average electricity emission factors) and market-based (considering any purchased renewable generated electricity) approach. Purchased heat and cooling have also been included under this Scope.

Scope 3: Company's value chain emissions, divided into 15 categories, as established by the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting & Reporting Standard. Under SECR this is limited to emissions resulting from sources not directly owned by the company. For example, grey fleet business travel undertaken in employee-owned vehicles only.

Location-based emissions: Methodology to calculate Scope 1 and 2 emissions using the average grid emissions factor of a region.

Market-based emissions: Methodology to calculate Scope 1 and 2 emissions using emissions factors specific to the contractual instruments in place.

tCO₂: Tonnes of carbon dioxide gas released into the atmosphere. This metric is often used when reporting electricity market-based emissions factors.

tCO₂e: Greenhouse gases have different global warming potentials and are converted to a carbon dioxide equivalent to ease comparison and reporting.

Quality Review

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1	06/02/2026	Trang Kowalkowska	Initial Issue
2	09/02/2026	Trang Kowalkowska	Changes to Y-o-Y and Energy Efficiency narratives
3	10/02/2026	Trang Kowalkowska	Highlights and Y-o-Y Changes wording

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