

GRI content index 2025

The Gym Group (TGG) publishes its Global Reporting Initiative (GRI) content index to support a structured and transparent approach to sustainability reporting. The index sets out where relevant information and data relating to material topics for our operations can be found and accompanies the Annual Report and Accounts 2025.

Statement of use: The Gym Group has reported the information cited in this GRI content index for the period 01 January 2025 – 31 December 2025 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: 2nd Floor, Arding & Hobbs, 7 St. John's Road, London, SW11 1QN, Country of operation: UK
	2-2 Entities included in the organization's sustainability reporting	The Gym Group plc Annual Report and Accounts 2025, p.134
	2-3 Reporting period, frequency and contact point	Reporting period: 1 January 2025 – 31 December 2025. Publication date: 11 March 2026 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 2025 p.142
	2-5 External assurance	The Annual Report was externally audited by financial auditors Grant Thornton UK. 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 2025, p.53 The Gym Group plc Strategic Report includes: <ul style="list-style-type: none"> the Business Model on page 03, which describes the activities, products and services the Market Review on page 10-13, which describes the market Principal Risks and Uncertainties on page 44, which includes Relationships with Key Suppliers as a principal risk linked to business strategy s172 report on page 64, which describes relationships with suppliers as a stakeholder. We do not describe the entities downstream from the organisation, as all downstream entities are customers rather than organisations.

GRI Standard	Disclosure	Location					
	2-7 Employees	Female	Male	Other	Not disclosed	Total	
		Number of employees (headcount):					
		646	1294	13	50	2,003	
		Number of permanent employees (headcount)					
		627	1265	13	149	1954	
		Number of temporary employees (headcount)					
		19	29	0	1	49	
		Number of non-guaranteed hours employees (headcount)					
		0	0	0	0	0	
		Number of full-time employees (headcount)					
		192	446	2	15	655	
Number of part-time employees (headcount)							
454	848	11	35	1,348			
<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, we had 316 self-employed personal trainers operating in our gyms and 66 self-employed within our gym support function.</p>					
	2-9 Governance structure and composition	The Gym Group plc Annual Report and Accounts 2025, p.54-64					
	2-10 Nomination and selection of the highest governance body	The Gym Group plc Annual Report and Accounts 2025, p.67-70					
	2-11 Chair of the highest governance body	The Gym Group plc Annual Report and Accounts 2025, p.59-61					
	2-12 Role of the highest governance body in overseeing the management of impacts	The Gym Group plc Annual Report and Accounts 2025, p.59-61					

	2-13 Delegation of responsibility for managing impacts	The Gym Group plc Annual Report and Accounts 2025, p.61. p.77-80
	2-14 Role of the highest governance body in sustainability reporting	<p>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 2025, including the organisation's material topics.</p> <p>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.</p>
	2-15 Conflicts of interest	The Gym Group plc Annual Report and Accounts 2025, p.62
	2-16 Communication of critical concerns	<p>As per the Whistleblowing Procedure, any incidents which are reported are communicated to the Company Secretary who determines whether this constitutes a critical concern and whether any follow up action is required.</p> <p>People and Operations is a standing item on the Board's agenda. 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, 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>
	2-17 Collective knowledge of the highest governance body	<p>In 2025, the collective knowledge, skills and experience of the highest governance body in relation to sustainable development were assessed through an annual anonymous internal Board and Committee performance review, which concluded that the Board and its Committees (including the Sustainability Committee) remained effective in discharging its duties.</p> <p>The Gym Group plc Annual Report and Accounts 2025, pp.67-71</p>
	2-18 Evaluation of the performance of the highest governance body	The Gym Group plc Annual Report and Accounts 2025, p.67-71
	2-19 Remuneration policies	The Gym Group plc Annual Report and Accounts 2025, p. 77-80
	2-20 Process to determine remuneration	The Gym Group plc Annual Report and Accounts 2025, p. 77-80
	2-21 Annual total compensation ratio	<p>The Gym Group plc Annual Report and Accounts 2025, p.88</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: 94:1</p>
	2-22 Statement on sustainable development strategy	<p>The Gym Group plc Annual Report and Accounts 2025, p.30-31</p> <p>https://www.tggplc.com/sustainability/our-strategy/</p>

	2-23 Policy commitments	The Gym Group policy commitments can be found here: https://www.tggplc.com/sustainability/policy-statements
	2-24 Embedding policy commitments	The Gym Group embeds its policy commitments through: <ul style="list-style-type: none"> • Publishing policies internally on the Company intranet and HR Information Management System and externally on the Company’s website https://www.tggplc.com/sustainability/policy-statements; • Ensuring that policies and updates to policies are approved by an appropriate governance body or individual • Communicating the policies and updates to staff and providing training where relevant and appropriate.
	2-25 Processes to remediate negative impacts	The Gym Group has several processes for remediating its negative impacts <ul style="list-style-type: none"> • As mentioned above, The Gym Group has a Whistleblowing Policy and operates a whistleblowing platform, where individuals can raise concerns anonymously. All submissions via this channel are reviewed by the Company Secretary and escalated if and as appropriate. Colleagues may also communicate any whistleblowing concerns to their line manager or directly to the Company Secretary • One report was received by the Company Secretary in late December 2025 regarding specific HR grievances and data protection. Advice was sought from external legal counsel in which it was advised that the only matter to be handled under the Whistleblowing Policy in this instance was the matter regarding data protection. The employee also sent a report on the same matter to the Data Protection Manager (“DPM”). The matter was investigated by the DPM and the outcome of that investigation considered by the Company Secretary. It was concluded that a breach had not occurred, and no further action was required. This was communicated to the individual by the DPM from a data protection perspective and from the Company Secretary from a whistleblowing perspective. The Audit and Risk Committee has also been made aware. There has been no further communication on the matter. • Annual mandatory training relating to Anti-Bribery and Anti-Corruption and Whistleblowing was issued in 2025, as in previous years. During the year, the mandatory training module was reviewed and updated to include Anti-Fraud, Modern Slavery and Market Abuse Prevention. The revised training module was launched in December 2025. The related policies and procedures were approved/reviewed as appropriate and concluded as effective by the Audit and Risk Committee (ARC) and Board where relevant. The Anti-Bribery and Anti-Corruption Policy in particular were reviewed by the ARC in November 2025. https://www.tggplc.com/sustainability/policy-statements

	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's intranet or website, where these policies are available. If required, members of the People team, the Company Secretary, and IT are also available by email, Teams, or in person to address any queries on employee, governance, compliance, and technology matters.</p> <p>Individuals may raise concerns about TGG's business conduct with their line manager or via our online whistleblowing platform (submissions can be made anonymously if preferred), in accordance with 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 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 2025, Section 172 statement on p.64-66
	2-30 Collective bargaining agreements	0% of our employees are covered by a collective bargaining agreement.
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 Group's material topics include:</p> <ol style="list-style-type: none"> 1. Safeguarding customer data and privacy GRI 418: Customer Privacy 2016 2. Providing good jobs and career opportunities GRI 401: Employment 2016 GRI 404: Training and Education 2016 GRI 201: Economic Performance 2016 3. Breaking down barriers to fitness for all GRI 413: Local Communities 2016 4. Protecting our employees' and members' health, safety and wellbeing GRI 416: Customer Health and Safety 2016 GRI 403: Occupational Health and Safety 2018 5. Building a diverse, equal and inclusive workplace GRI 405: Diversity and Equal Opportunity 2016 6. Generating social value GRI 413: Local Communities 2016 7. Reducing our carbon emissions GRI 302: Energy 2016 GRI 305: Emissions 2016 <p>The list of material topics is unchanged from those identified in the 2023 and 2024 reporting periods.</p>

GRI 201: Economic Performance 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2025, p.42-53																																								
	201-1 Direct economic value generated and distributed	<p>The Gym Group plc Annual Report and Accounts 2025, p.102-105</p> <table border="1"> <thead> <tr> <th></th> <th></th> <th>2025 (£m)</th> <th>2024 (£m)</th> <th>2023 (£m)</th> </tr> </thead> <tbody> <tr> <td>Economic value generated</td> <td>Revenue</td> <td>244.9</td> <td>226.3</td> <td>204.0</td> </tr> <tr> <td rowspan="6">Economic value distributed</td> <td>Operating costs</td> <td>132.1</td> <td>128.5</td> <td>122.4</td> </tr> <tr> <td>Employee wages and benefits</td> <td>61.6</td> <td>54.0</td> <td>47.3</td> </tr> <tr> <td>Payments to providers of capital</td> <td>5.4</td> <td>7.1</td> <td>6.5</td> </tr> <tr> <td>Payments to the government by country</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Community investments</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Total</td> <td>199.1</td> <td>189.6</td> <td>176.2</td> </tr> <tr> <td>Economic value retained</td> <td>Direct economic value generated – economic value distributed</td> <td>45.8</td> <td>36.7</td> <td>27.8</td> </tr> </tbody> </table>			2025 (£m)	2024 (£m)	2023 (£m)	Economic value generated	Revenue	244.9	226.3	204.0	Economic value distributed	Operating costs	132.1	128.5	122.4	Employee wages and benefits	61.6	54.0	47.3	Payments to providers of capital	5.4	7.1	6.5	Payments to the government by country	0	0	0	Community investments	N/A	N/A	N/A	Total	199.1	189.6	176.2	Economic value retained	Direct economic value generated – economic value distributed	45.8	36.7	27.8
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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 2025, TCFD, p.38-41																																									
201-3 Defined benefit plan obligations and other retirement plans	<p>The Gym Group plc Annual Report and Accounts 2025, p.77-80</p> <p>a. N/A</p> <p>b. N/A</p> <p>c. N/A</p> <p>d. We provide two separate pension schemes. Under the Group's salary sacrifice pension scheme employees contribute 5% of salary whilst 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.</p> <p>e. Membership in the salary sacrifice pension scheme is voluntary, 8% of our employees are in this scheme. Over 95% of employees who earn over the auto-enrolment threshold are members of the auto-enrolment scheme.</p>																																									

	201-4 Financial assistance received from the government	Not applicable: no financial assistance received in FY25.
GRI 302: Energy 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2025, p.35-37; https://www.tggplc.com/sustainability/our-strategy/
	302-1 Energy consumption within the organization	The Gym Group plc Annual Report and Accounts 2025, p.35-37
	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	The Gym Group plc Annual Report and Accounts 2025, p.37
	302-4 Reduction of energy consumption	The Gym Group plc Annual Report and Accounts 2025, p.37
	302-5 Reductions in energy requirements of products and services	The Gym Group plc Annual Report and Accounts 2025, p.37; https://www.tggplc.com/sustainability/our-strategy/
GRI 305: Emissions 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2025, p.35-37; https://www.tggplc.com/sustainability/our-strategy/
	305-1 Direct (Scope 1) GHG emissions	The Gym Group plc Annual Report and Accounts 2025, p.37
	305-2 Energy indirect (Scope 2) GHG emissions	The Gym Group plc Annual Report and Accounts 2025, p. 37
	305-3 Other indirect (Scope 3) GHG emissions	The Gym Group plc Annual Report and Accounts 2025, p. 37
	305-4 GHG emissions intensity	The Gym Group plc Annual Report and Accounts 2025, p. 37
	305-5 Reduction of GHG emissions	The Gym Group plc Annual Report and Accounts 2025, p. 37
	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 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2025, p.33-34; https://www.tggplc.com/sustainability/our-strategy/

<p>401-1 New employee hires and employee turnover</p>	<p>Total number and rate of new employee hires during 2025 by age group:</p> <table border="1" data-bbox="699 190 1331 504"> <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>564</td> <td>59.1</td> </tr> <tr> <td>31-50 years old</td> <td>359</td> <td>37.6</td> </tr> <tr> <td>Over 50 years old</td> <td>31</td> <td>3.2</td> </tr> </tbody> </table> <p>Total number and rate of new employee hires during 2025 by gender:</p> <table border="1" data-bbox="699 593 1331 817"> <thead> <tr> <th>[Total employees as of 31/12/25]</th> <th>Total new hires</th> <th>Rate of new hires (%)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>583</td> <td>61.1</td> </tr> <tr> <td>Female</td> <td>371</td> <td>38.9</td> </tr> </tbody> </table> <p>Total number and rate of new employee hires during 2025 by region:</p> <p>954 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	564	59.1	31-50 years old	359	37.6	Over 50 years old	31	3.2	[Total employees as of 31/12/25]	Total new hires	Rate of new hires (%)	Male	583	61.1	Female	371	38.9
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<p>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</p>	<p>No benefits are determined by whether an employee is part-time or full-time. Benefit eligibility is determined by the role/management level within the business, the length of service (determined by the 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 • Bonus (subject to bonus criteria) <p>Whilst 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 and not the fact that they are part-time. Certain benefits will be tailored specifically to them, for example, discounts on CPD learning specific to their professional qualification.</p> <p>Access to wellbeing benefits continued during 2025, including a 24/7 virtual GP service and a virtual dental service, both of which were introduced in 2024 and remain available to all employees.</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 2025</p> <table border="1" data-bbox="703 237 1434 356"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>1349</td> <td>667</td> <td>2016</td> </tr> </tbody> </table> <p>Total number of employees that took parental leave by gender</p> <table border="1" data-bbox="703 465 1434 584"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>35</td> <td>15</td> <td>50</td> </tr> </tbody> </table> <p>Total number of employees that returned to work in the reporting period after parental leave ended, by gender</p> <table border="1" data-bbox="703 701 1434 819"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>35</td> <td>11</td> <td>46</td> </tr> </tbody> </table> <p>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.</p> <table border="1" data-bbox="703 965 1434 1084"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>29</td> <td>7</td> <td>36</td> </tr> </tbody> </table> <p>Return to work and retention rates of employees that took parental leave, by gender.</p> <table border="1" data-bbox="703 1200 1458 1440"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <th>Return to work rate</th> <td>100%</td> <td>73%</td> <td>92%</td> </tr> <tr> <th>Retention Rate</th> <td>83%</td> <td>64%</td> <td>78%</td> </tr> </tbody> </table>	Male	Female	Total	1349	667	2016	Male	Female	Total	35	15	50	Male	Female	Total	35	11	46	Male	Female	Total	29	7	36		Male	Female	Total	Return to work rate	100%	73%	92%	Retention Rate	83%	64%	78%
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GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2025, p.32; 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 and is further supported by certification to Level 4 of the FitCert scheme and compliance with the European standard for fitness centres, EN 17229.</p> <p>b) 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>c) The health and safety management system applies to all employees and contractors working across the organisation, including those engaged at operational gym sites, within central support functions, and at sites delivered under Construction Design and Management arrangements.</p>																																				

<p>403-2 Hazard identification, risk assessment, and incident investigation</p>	<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 / ongoing review ii. Health, Safety and Wellbeing Working Group and Sustainability Board Committee. Rolling health, safety and wellbeing strategy. <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 that allows our staff to remove themselves from work situations that they believe could cause injury or ill health and how, in such a situation, they would be protected from reprisals.</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. 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.
<p>403-3 Occupational health services</p>	<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>An Employee Assistance Programme is available to all employees. The service is confidential and operates nationwide, 24 hours a day, throughout the year, providing counselling and advice on health, wellbeing, personal, legal and financial matters. It is delivered externally by Health Assured. We receive quarterly management information to monitor uptake and wellbeing trends, and support with promoting the service.</p> <p>In addition, ad hoc counselling referrals and crisis support are arranged where required.</p> <p>We also partner with an Occupational Health partner, Medigold, to whom we can refer employees as required, following consultation with the employee.</p> <p>Eye test vouchers for employees who use Display Screen Equipment (DSE) habitually as part of their standard workday are also available.</p>

<p>403-4 Worker participation, consultation, and communication on occupational health and safety</p>	<p>a) Processes for worker participation and consultation in health and safety management system:</p> <p>Health and Safety Governance: Health and Safety Heroes working group, Health, Safety and Wellbeing Working Group, Sustainability Board Committee.</p> <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 in their region, escalate back to the working group, support initiatives and projects, and improve health and safety performance within their region.</p> <p>These meetings are scheduled quarterly in line with the Health, Safety and Wellbeing Working Group. In 2025, we met twice as a full group and once in regionalised workshops [north and south]. Health and Safety Heroes are IOSH Managing Safely qualified; some hold NEBOSH General Certificates. They are also trained in Advanced Cardiac Awareness Training. Additional development plans include enhanced investigation and NEBOSH General Certificates for those who do not already have them.</p>
<p>403-5 Worker training on occupational health and safety</p>	<p>a) Occupational health and safety training:</p> <p>We have a bespoke suite of health and safety training modules called Gym Safe. Every employee is required to undertake this training upon joining The Gym Group and review each unit 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>
<p>403-6 Promotion of worker health</p>	<p>a) We provide healthcare insurance as an employment benefit for roles which are Level 3 (Managers) and above.</p> <p>b) Doctor Line is available to all employees, providing 24-hour access to video GP appointments and prescription services as part of the standard employee benefits offering.</p> <p>c) Employees also have access to Mental Health Ambassadors (MHA) trained in Mental Health First Aid.</p> <p>d) We continue to provide Mental Health Awareness training and have further strengthened capability during the reporting period by upskilling additional Employee Relations Champions in partnership with Mental Health First Aid England. Digital learning modules covering a range of wellbeing topics, including mental health awareness, form part of our standard offer and were expanded this year to include guidance on holding effective wellbeing conversations and signposting support. Resources, including access to the Employee Assistance Programme, are available to all employees via the Wellbeing Hub on Core. We have also trained members of the People Team as Domestic Abuse</p>

		<p>Champions and Neurodiversity Workplace Needs Assessors, further strengthening internal support.</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 wellbeing proactively. We also offer clear signposting for crisis support for Managers.</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 which reviews strategic, tactical and operational risk.</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 which 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. 2385 ii. 2385 iii. 2385 <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of workers excluded: N/A</p>																		
	<p>403-9 Work-related injuries</p>	<p>a) Employees</p> <table border="1" data-bbox="703 1205 1410 1814"> <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">0</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>		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 injury²	0	0	Main types of work-related injury	0		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 injury²	0	0																		
Main types of work-related injury	0																			
Number of hours worked	We do not track the number of hours worked in our business																			

b) Contractors

	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 injury²	0	0
Main types of work-related injury	0	
Number of hours worked	We do not track the number of hours worked in our business	

- 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.
- d) Other hazards are identified through regular inspections undertaken routinely 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.
- e) Rates calculated per 10,000 employees, adjusted from per 1,000,000 hours.
- f) No types of workers have been excluded from this disclosure.
- g) No additional contextual information is considered necessary.

403-10 Work-related ill health

a) Employees

	Number (2025)	Number (2024)	Number (2023)
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

		<p>b) Contractors</p> <table border="1" data-bbox="703 199 1458 698"> <thead> <tr> <th></th> <th>Number (2025)</th> <th>Number (2024)</th> <th>Number (2023)</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>NA</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 (2025)	Number (2024)	Number (2023)	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	NA	0	0
	Number (2025)	Number (2024)	Number (2023)															
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	NA	0	0															
<p>GRI 404: Training and Education 2016</p>	<p>3-3 Management of material topics</p>	<p>The Gym Group plc Annual Report and Accounts 2025, p.33-34; https://www.tggplc.com/sustainability/our-strategy/</p>																
	<p>404-1 Average hours of training per year per employee</p>	<p>Average hours include leadership and capability development, as well as compliance learning. Leadership and development activity includes:</p> <ul style="list-style-type: none"> • Senior leadership development sessions and coaching • Manager leadership capability upskilling • Leadership capability upskills for gym management teams, focused on optimising our business model, improving management conversations and developing self-awareness as leaders <p>The data also includes all compliance digital learning, such as ED&I and Anti-Harassment and Bullying, GDPR and Cyber Security, Anti Bribery and Corruption, Whistleblowing and Health and Safety modules, which are standard for all employees.</p> <p>Hours relating to development programmes, apprenticeships, professional qualifications and ad hoc training are excluded where these are not recorded within our central people management system.</p>																

		<table border="1"> <thead> <tr> <th>Employee category</th> <th>Number of hours</th> </tr> </thead> <tbody> <tr> <td>Executive Committee (Director)</td> <td>26.5</td> </tr> <tr> <td>Director</td> <td>46.5</td> </tr> <tr> <td>Head of level</td> <td>46.5</td> </tr> <tr> <td>Senior Manager</td> <td>32.5</td> </tr> <tr> <td>Manager</td> <td>32.5</td> </tr> <tr> <td>Lead</td> <td>2.5</td> </tr> <tr> <td>Associates</td> <td>2.5</td> </tr> <tr> <td>Gym Management</td> <td>51</td> </tr> <tr> <td>Gym Associates</td> <td>3</td> </tr> </tbody> </table>	Employee category	Number of hours	Executive Committee (Director)	26.5	Director	46.5	Head of level	46.5	Senior Manager	32.5	Manager	32.5	Lead	2.5	Associates	2.5	Gym Management	51	Gym Associates	3
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Manager	32.5																					
Lead	2.5																					
Associates	2.5																					
Gym Management	51																					
Gym Associates	3																					
404-2 Programs for upgrading employee skills and transition assistance programs	The Gym Group plc Annual Report and Accounts 2025, p.33 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.																					
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>In 2025 we evolved the performance review process, expanding the performance rating and behaviour criteria, streamlining the process and providing greater clarity on the performance review process. This will be rolled out across the business in 2026.</p> <p>Within our gym operations workforce, Coaching for Performance discussions are held on average three times a year, with 95% of employees receiving at least one discussion during the year.</p> <p>Across our support functions, our Coaching for Performance discussions occur twice yearly in January and July. In 2025, 93% of this employee population completed their Coaching for Performance reviews.</p>																					
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	The Gym Group plc Annual Report and Accounts 2025, p.34; https://www.tggplc.com/sustainability/our-strategy/																				
	405-1 Diversity of governance bodies and employees	<p>Board members (as of 31 December 2025)</p> <table border="1"> <tbody> <tr> <td rowspan="2">Gender</td> <td>Male</td> <td>75%</td> </tr> <tr> <td>Female</td> <td>25%</td> </tr> <tr> <td rowspan="3">Age group</td> <td>Under 30 years old</td> <td>0%</td> </tr> <tr> <td>30-50 years old</td> <td>25%</td> </tr> <tr> <td>Over 50 years old</td> <td>75%</td> </tr> </tbody> </table>	Gender	Male	75%	Female	25%	Age group	Under 30 years old	0%	30-50 years old	25%	Over 50 years old	75%								
Gender	Male	75%																				
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Employees by employee category (as of 31 December 2025)

Gender

	Male	Female
Board members	75%	25%
Executive Committee (Director)	66.7%	33.3%
Director	50%	50%
Head of level	57.9%	42.1%
Senior Manager	73.9%	20.7%
Manager	65.9%	34.1%
Lead	43.2%	56.8%
Associates	35.7%	64.3%
Gym Management	72.9%	27.1%
Gym Associates	66.1%	33.9%

Age Group

	Under 30 years old	30-50 years old	Over 50 years old
Board members	0%	25%	75%
Executive Committee (Director)	0%	66.7%	33.3%
Director	0%	66.7%	33.3%
Head of level	0%	84.2%	15.8%
Senior Manager	3.4%	84.5%	12.1%
Manager	23.2%	65.9%	10.9%
Lead	40.5%	59.5%	0%
Associates	64.3%	31%	4.7%
Gym Management	26.9%	66.6%	6.5%
Gym Associates	50.3%	43.8%	5.9%

405-2 Ratio of basic salary and remuneration of women to men

The Gym Group plc Annual Report and Accounts 2025, p.34, p.68-69

GRI 413: Local Communities 2016

3-3 Management of material topics

The Gym Group plc Annual Report and Accounts 2025, p.32-34; p.64-65; 89; <https://www.tggplc.com/sustainability/our-strategy/>

	413-1 Operations with local community engagement, impact assessments, and development programs	<p>The Gym Group plc Annual Report and Accounts 2025, p.32-34; p.64-65; 89</p> <p>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. Currently, there is no central collation of data to report on the impact of these initiatives.</p> <p>In 2025, we raised £144,694 including gift aid for NHS Charities Together, our national Charity Partner.</p>					
	413-2 Operations with significant actual and potential negative impacts on local communities	<p>Environmental and amenity matters are considered as part of our planning and operational processes. We assess potential impacts associated with 24-hour operations and implement appropriate mitigation measures to ensure compliance with planning requirements and relevant standards.</p> <p>Across our 260 open gyms, fewer than 10 currently have acoustic concerns, and we anticipate that most of these will be resolved during 2026.</p>					
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	<p>The Gym Group plc Annual Report and Accounts 2025, p.32; https://www.tggplc.com/sustainability/our-strategy/</p> <p>https://www.theymggroup.com/health-and-safety/</p>					
	416-1 Assessment of the health and safety impacts of product and service categories	<p>Of our 21 high-level risk assessments, 2 (10%) are currently being assessed for improvement opportunities; these relate to:</p> <ul style="list-style-type: none"> - Remote monitoring - Equipment toppling risk 					
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<table border="1"> <tr> <td>Incidents of non-compliance with regulations resulting in a fine or penalty</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Incidents of non-compliance with regulations resulting in a warning</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Incidents of non-compliance with voluntary codes</td> <td style="text-align: center;">0</td> </tr> </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
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						
GRI 418: Customer Privacy 2016	3-3 Management of material topics	<p>The Gym Group plc Annual Report and Accounts 2025, p.47-48, https://www.tggplc.com/sustainability/our-strategy/data-security-and-privacy/</p> <p>https://www.theymggroup.com/privacy-cookie-policy/</p> <p>Our Data Protection Governance Model provides:</p> <ul style="list-style-type: none"> • Clear accountability for data protection, including oversight by the Data Protection Officer and the designated CCTV Officer • A structured Data Protection Impact Assessment and risk management process for new systems, projects and changes affecting personal data • Formal third-party data processor due diligence and assurance processes 					

		<ul style="list-style-type: none"> • Integration with information security governance through our Cyber Security Framework • A coordinated programme of privacy and cyber risk assessments and assurance activities, including cyber incident response exercises and PCI compliance assessments • Ongoing compliance monitoring through regular UK GDPR audits and periodic independent external review
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> (a) No complaints were received involving data subjects (b) No leaks, thefts or losses of customer data were identified.