




Pillar	Sub-pillar	KPI (2021)	Material topic	
<b>Healthy people</b> 	<b>People development</b>	1,015 clubs	<b>Growth in clubs and members</b>	
		2.22 million members		
	<b>Health &amp; safety</b>	6.7% employee turnover*	<b>Employee recruitment, engagement and retention</b>	
		25 internal promotions*		
<b>Healthy planet</b> 	<b>Club environmental footprint</b>	61% of clubs equipped with remote surveillance	<b>Health and safety</b>	
		74 kWh electricity/m <sup>2</sup> /club on average**		<b>Environmental management</b>
		8m <sup>3</sup> gas/m <sup>2</sup> /club using gas on average**		
		10.6 litres of water on average/visit**		
		94% of our clubs using green electricity only***		
		8,337 tons of CO <sub>2</sub> emissions in total - scope 1**		
		3,562 tons of CO <sub>2</sub> emissions in total - scope 2**		
11,899 tons of CO <sub>2</sub> emissions in total – scope 1 and 2**				
<b>Healthy communities</b> 	<b>Diversity</b>	51% female employees (overall)	<b>Employee diversity</b>	
		47% female employees (managers)****		
	<b>Awareness &amp; accessibility</b>	1.8% Basic-Fit penetration rate*****	<b>Member experience</b>	
		€275 thousand financial contribution to communities		<b>Community investment</b>
<b>Responsible behavior</b>	58% of preferred suppliers signed code of conduct*****	<b>Supply chain management</b>		

\* Full-timers only. Based on Q4 2021 only due to the recent launch of our new HR system.

\*\* Data 2020 (data 2021 not available at the time of publication). Based on the clubs with our own connection.

\*\*\* Based on our clubs with our own connection which represents 93% of our network.

\*\*\*\* Based on Q4 2021 only due to the recent launch of our new HR system.

\*\*\*\*\* Ratio between Total number of Basic-Fit members (data 2021) / Total number of inhabitants in the countries of operation (data 2020).

\*\*\*\*\* Currently only constructors. We will increase the scope going forward.