



**PLANET FITNESS, INC.**  
**NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER**

1. Purpose. The purposes of the Nominating and Corporate Governance Committee (the “Committee”) are (i) to identify individuals qualified to become members of the Board of Directors (the “Board of Directors”) of Planet Fitness, Inc. (the “Company”), (ii) to recommend to the Board of Directors director nominees for the next annual meeting of shareholders, (iii) to develop and recommend to the Board of Directors a set of corporate governance principles applicable to the Company and (iv) to oversee the evaluation of the Board of Directors and its dealings with management as well as appropriate committees of the Board of Directors. The Committee reports to the Board of Directors.

2. Composition of the Committee. The Committee shall consist of at least three directors appointed to the Committee by the Board of Directors at the recommendation of the Committee, one of whom shall be appointed as Chairperson of the Committee. If the Chairperson is not so appointed, the members of the Committee may elect a Chairperson by majority vote. Committee members may be removed by the Board of Directors in its discretion. Each member of the Committee shall satisfy the independence requirements of the New York Stock Exchange (the “NYSE”).

3. Meetings of the Committee. The Committee shall hold regularly scheduled meetings and such special meetings as circumstances dictate, at which a Secretary, designated by the Committee members, shall keep minutes. The Committee shall meet in executive session at least on an annual basis. The Committee shall report regularly the Committee’s activities and actions to the Board of Directors.

4. Responsibilities and Powers of the Committee. The Committee has direct responsibility and power to perform the following duties:

- Identify individuals qualified to become members of the Board of Directors, consistent with criteria approved by the Board of Directors, receive nominations for such qualified individuals and review recommendations put forward by the Chief Executive Officer, and recommend to the Board of Directors the director nominees for the next annual meeting of shareholders;
- In identifying and recommending candidates to the Board of Directors, strive to build a Board of Directors that reflects a diversity of skills, experiences, expertise, industry knowledge, perspectives, and characteristics (such as, and including but not limited to, gender, race/ethnicity, age, geographic location, and nationality);
- In any formal search for Board of Director candidates, consider candidates who reflect diverse backgrounds, including diversity of gender and race and/or ethnicity,

and in cases where a search firm is retained by the Committee, direct the search firm to include in its initial slate of candidates qualified candidates who reflect diverse backgrounds, including diversity of gender and race and/or ethnicity;

- Recommend to the Board of Directors the classes on which such nominees should serve;
- Establish a policy under which stockholders of the Company may recommend a candidate to the Committee for consideration for nomination as a director;
- Recommend to the Board of Directors qualified individuals to serve as committee members on the various committees of the Board of Directors;
- If a vacancy on the Board of Directors or any Board of Directors committee occurs, identify and recommend to the Board of Directors qualified candidates to fill such vacancy;
- Review and recommend committee slates annually and recommend additional committee members to fill vacancies as needed;
- Develop and recommend to the Board of Directors a set of corporate governance guidelines applicable to the Company that address, at a minimum, the following subjects: (i) director qualification standards, (ii) director responsibilities, (iii) director access to management and, as necessary and appropriate, independent advisors, (iv) director compensation, (v) director orientation and continuing education, (vi) management succession and (vii) the annual performance evaluation of the Board of Directors;
- Review the corporate governance guidelines on an annual basis, or more frequently if appropriate, and recommend changes as necessary;
- Clearly articulate to each director what service on the Board of Directors entails, including reference to the Company's corporate governance guidelines and directors' basic duties and responsibilities with respect to attendance at Board of Directors meetings and advance review of meeting materials;
- Review the Company's practices and policies with respect to directors, including retirement policies, the size of the Board of Directors, service of non-employee directors, the meeting frequency of the Board of Directors and the structure of Board of Directors meetings and make recommendations to the Board of Directors with respect thereto;
- Recommend to the Board of Directors, or to the appropriate committee thereof, processes for annual evaluations of the performance of the Board of Directors and appropriate committees of the Board of Directors;
- Oversee such processes for annual evaluations;
- Review the functions, duties and composition of the committees of the Board of Directors and make recommendations to the Board of Directors with respect thereto;

- Review Company policies with respect to significant issues of corporate social responsibility, including contributions;
- Consider and report to the Board of Directors any questions of possible conflicts of interest of members of the Board of Directors;
- Oversee the systems and processes established by the Company to ensure compliance with the Company's Codes of Business Conduct and Ethics;
- Provide for new director orientation and continuing education for existing directors on a periodic basis;
- Oversee the maintenance and presentation to the Board of Directors of management's plans for succession to senior management positions in the Company;
- Oversee the Company's environmental, social and corporate governance policies and practices, including oversight of diversity, equity and inclusion;
- Receive and review reports on the diversity, equity and inclusion initiatives of the Company and provide oversight with respect to the Company's policies, programs and strategies in respect thereof;
- Review and assess the adequacy of this charter and submit any changes to the Board of Directors for approval;
- Report the Committee's actions and any recommendations to the Board of Directors on a periodic basis; and
- Annually perform, or participate in, an evaluation of the performance of the Committee, the results of which shall be presented to the Board of Directors.

5. Actions of the Committee. In order to fulfill its role, the Committee shall be entitled to act in the following manner, in each case in accordance with the Company's Certificate of Incorporation and Bylaws:

- Action may be taken by the Committee upon the affirmative vote of a majority of the members.
- Any two members or the Chairperson of the Committee may call a meeting of the Committee upon due notice to each other member at least 48 hours prior to the meeting.
- A majority of Committee members shall constitute a quorum. The Board of Directors may designate one or more directors as alternate members of the Committee, who may replace any absent or disqualified member at any meeting of the Committee, provided that such alternate members satisfy all applicable criteria for membership on the Committee. In the absence or upon the disqualification of a member of the Committee, and in the absence of a designation by the Board of Directors of an alternate member to replace the absent or disqualified member, the member or members present at any meeting and not disqualified from voting, whether or not he, she or they constitute a quorum, may unanimously appoint another member of the Board of Directors to act at the meeting in the place of any

absent or disqualified member, provided that such other member satisfies all applicable criteria for membership on the Committee.

- No action of the Committee shall be void or deemed to be without authority solely because of a failure of any member to meet the qualification requirements set forth in this Charter.
- Action may be taken by the Committee without a meeting if all of the members of the Committee indicate their approval thereof in writing or by electronic transmission.

The Committee shall have the authority to delegate to subcommittees, comprising one or more members of the Committee, any of the responsibilities of the full Committee and to officers of the Company such responsibilities of the full Committee as may be permitted by applicable laws, rules or regulations and in accordance with NYSE rules.

6. Authority and Resources of the Committee. In order to fulfill its role, the Committee shall have the sole authority to retain and terminate a search firm to assist in the identification of director candidates, and have the authority to approve the search firm's fees and other retention terms. The Committee shall also have the authority to retain legal, accounting or other experts that it determines to be necessary to carry out its duties and to determine compensation for such advisors.