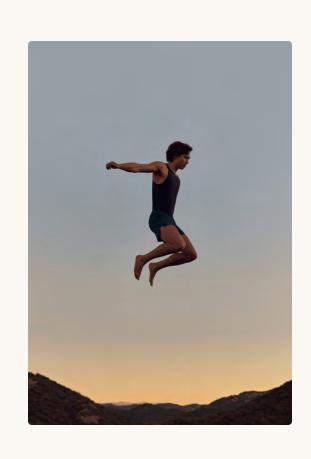
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We have never been more excited at Life Time.

The world is changing at unparalleled speed, and we are evolving and innovating with it. The transformation we've undergone in the last few years is like nothing we've experienced, and we've arrived to a new horizon at Life Time with the opportunity to impact the health and happiness of even more lives.

While we recognize this time of extremely positive growth and change, we're also conscious of the things we consider timeless, those constants that form the foundation this company was built on more than 30 years ago. We remain steadfast in our commitment to doing the right thing and staying true to our responsibility to Healthy People, Healthy Planet, and a Healthy Way of Life, which altogether make this world a better place.

One of our key initiatives is the reduction of greenhouse gases. We will continue to partner with the U.S. Department of Energy Better Climate Challenge for a more sustainable future. We are aiming for a 50-percent reduction in our greenhouse gas emissions intensity by 2032. We have made progress through the operational excellence of our buildings, designed with continuous innovation and sustainability in mind. There's an urgency here, to build on these initiatives to do better for future generations.

In our communities, the Life Time Foundation has broadened its focus to embrace a Healthy Planet, opening with a \$1 million grant for the permanent conservation of more than 100,000 acres of land while continuing to support the health and well-being of underserved youth.

At the heart of our success is our people — our members, Team Members, and communities. We'll continue investing in them to ensure mutual success as we foster an inclusive, equitable environment where everyone feels welcomed, respected, supported, and valued. We are creating a culture that celebrates and leverages our differences and drives innovation, collaboration, and success.

We're proud of what we've done and are committed to continuing to lead with care and compassion, prioritizing health to make a positive impact on people and the planet. Thank you for the opportunity to continue serving. We are blessed to have people with good hearts, working for good causes, and putting more of what is good into this world.

In Health.

Dahm Shand



The Healthy Way of Life Promise

For more than 30 years, Life Time has been committed to improving the way people live, work, play, and think about all aspects of their health. We focus on the whole person through a comprehensive ecosystem of programs designed to go far beyond fitness to encompass all aspects of well-being: the way we think about our health, the choices we make, our relationships with each other, and the planet we all call home.

There's something for everyone — 90 days to 90 years and beyond.

It's the *healthy habits* we learn as a child. The *family memories* of running and playing together. Joining a team and learning *how to champion each other*. Becoming a parent who instills a *love for movement* in their own children, then grandchildren. It's *connecting with community*, walking in nature, and planting trees. It's aging well with pride, *living the good life* well-loved, and *holding strong to our values* of people, planet, and lifestyle.

Our mission is to provide entertaining, educational, friendly, and inviting experiences of uncompromising quality to empower everyone to live a healthy and happy life.

31

YEARS OF OPERATION ~815k

LIFE TIME **MEMBERSHIPS**

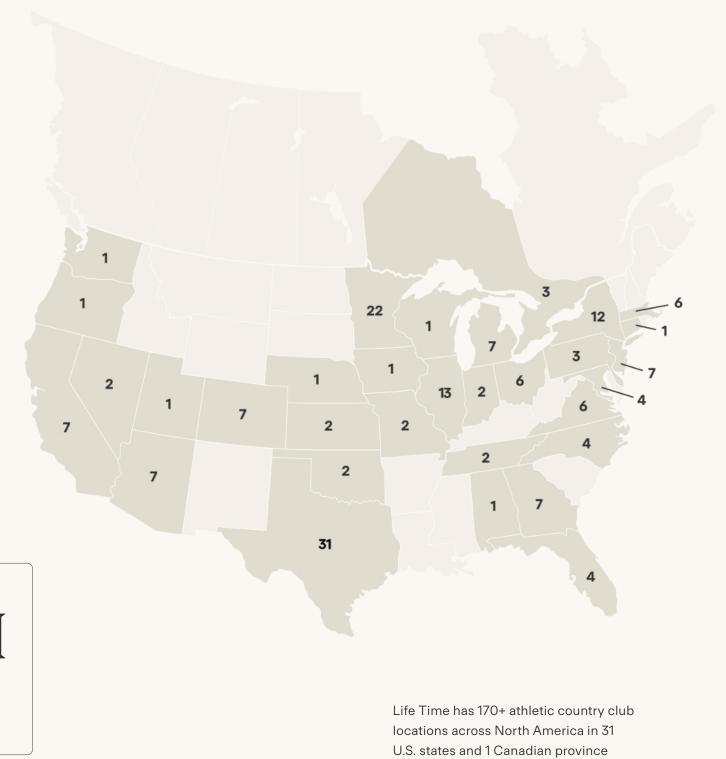
2.2B

REVENUE

37k+

LIFE TIME **EMPLOYEES** ~17M

SQ FT OF CLUB SPACE



Our 2023 ESG Report

Forward-Looking Statements

This 2023 ESG Report contains "forward-looking" statements within the meaning of the safe harbor under the Private Securities Litigation Reform Act of 1995 and other related laws. Such statements involve risks and/or uncertainties, including as described in Life Time's public filings with the U.S. Securities and Exchange Commission (SEC). Examples of these statements include the company's expectations and information about Life Time's Environmental, Social, and Governance (ESG) initiatives, strategies, and performance in the markets in which the company operates, including goals, targets, or other risks and uncertainties.

In addition to the information found in this report and on our website, we externally report on ESG-related issues in our Annual Report on Form 10-K and Proxy Statement, although this report and our website are not incorporated therein. All financial figures indicated in this report are in U.S. dollars, unless otherwise

Our 2023 fiscal year is covered within the report, which is the calendar year from January 1, 2023, to December 31, 2023, for our operations in the United States and Canada. Our data is reflective of both countries of operations, unless indicated to represent only a portion of our business, which would be defined.

This report follows the Greenhouse Gas (GHG)
Protocol and accounting standards for measuring,
managing, and reporting GHG emissions. Information
provided also integrates recommendations of the
Sustainability Accounting Standards Board (SASB).

SASB standards identify a subset of environmental, social, and governance issues relevant to financial performance and enterprise value for various industries. Under the SASB framework, Life Time is in the Leisure Facilities industry, which includes companies that operate entertainment, travel, and recreation facilities and services. In addition to athletic country clubs, companies in this industry operate amusement parks, movie theaters, ski resorts, sports stadiums, and other venues generating revenue by providing live, digital, and/or interactive entertainment to millions of guests annually across various locations. For data responsive to various SASB standards, see page 32.

Life Time management, including our CEO, is responsible for managing our environmental and social responsibility programs (both inside and outside our clubs) in the communities we serve. Our Code of Business Conduct and Ethics policies support these environmental and social responsibility policies and programs. Our Board of Directors is responsible for overseeing Life Time's management of ESG initiatives.

ESG disclosures in this report may be amended, updated, or restated in the future as the quality and completeness of our data, tools, and methodologies continue to improve.



22%

REDUCTION IN MARKET-BASED GREENHOUSE GAS INTENSITY PER SF SINCE 2017 2

NEW EMPLOYEE
AFFINITY GROUPS
ADDED (BIPOC
NETWORK & ADAPT)

9%

REDUCTION IN WATER INTENSITY SINCE 2017 (KGAL/MEMBER USAGE)

1.5M

MEMBERS SERVED
ON THEIR JOURNEY
TO A HEALTHIER
WAY OF LIFE

**Renewable energy is defined as electricity produced from solar, wind, geothermal, biogas, eligible biomass, and low-impact small hydroelectric sources.

***Management roles are defined as manager level or above with at least one direct report.

1M

BARS OF SOAP DONATED
THROUGH SOAPBOX
PARTNERSHIP

7

LIFE TIME LOCATIONS THAT PILOTED A FOOD RESCUE PROGRAM 52%

WOMEN IN
MANAGEMENT
ROLES***

100%

RENEWABLE ENERGY
USED AT OUR 2 MAIN
CORPORATE OFFICES**

84%

OF LOCATIONS INCREASING
RECYCLING DIVERTED FROM
LANDFILLS

100%

REMOVAL OF PLASTIC
WATER BOTTLES FROM
LIFECAFE

\$1M

GRANTED BY LIFE TIME
OUNDATION TO CONSERVE
FORESTED LAND

2023 Highlights

2023 ESG REPORT

HEALTHY

Committed to enhancing the health, knowledge, and relationships of our members and Team Members.

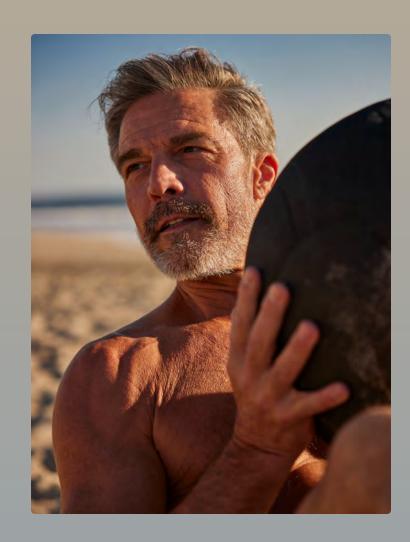
PEOPLE

2025 ESG RETORI

A Member Community 1.5 Million Strong

Community connection is the foundation on which mental, emotional, and physical health can flourish. Through supportive programs, shared experiences, friendships, and authentic belonging, we discover and learn healthy behaviors, gain motivation and accountability for our wellness goals, and reveal enhanced resiliency.

With programs available for infants as young as 3 months to our exclusive ARORA programming for seniors ages 55+, we offer healthy-living programs and services in our destinations for nearly any age and every stage — and now it's everywhere. Through our expanded Life Time Digital App and awardwinning *Experience Life* content, we provide virtual training and classes, weight-loss programs, podcast episodes, recipes and nutrition content, lifestyle tips, articles, and more to our club members and digital-only members.



From 90 Days to 90 Years and Beyond

Kids

3 months to 13 years

5.3M Kids Academy check-ins

315k Parents Night Out registrations

308k scheduled kids' classes

31k summer campers

331k students in swim lessons

70k Swim Team Members

79% members under age 55

46% members under age 35

1.5M individual members

103M club visits in 2023

135 average visits per member in 2023

20% increase in visits from 2022

160k Dynamic Personal Training sessions/month

500+ pickleball courts

ARORA programming focused on the active aging community (55+)

21% members over age 55

344% ARORA membership growth since 2021

7k scheduled classes per month

#1 ARORA program is Aqua

CLASSES

TENNIS

Ľ DIGITAL

Work

EXPERIENCE LIFE

KIDS

SWIM

BASKETBALL

L-:••:::

TRAINING

LIFE CAFE

LIFE SHOP

ARORA

OUR HEALTHY-LIVING PROGRAMS & SERVICES

EVENTS

PICKLEBALL

FOUNDATION

LIFECLINIC

LIFE SPA

Living

A Place for Everyone

Life Time is committed to fostering an inclusive, equitable environment where every Team Member can feel welcomed, respected, supported, and valued to fully participate. Through innovative engagement strategies, a strong commitment to inclusion and belonging initiatives as well as educational opportunities, we not only celebrate our differences but leverage them to drive innovation, collaboration, and success.

37,000+ Team Members Across 170+ Destinations



"My team leader demonstrates a visible commitment to diversity."

5.89/7 stars represent average rating to the noted statement of all responses provided on a biannual Team Member Engagement Survey



In 2023, we restructured our corporate
Life Time Education department within
Human Capital as part of our companywide effort to advancing diversity, equity,
inclusion, and belonging programs.
This reorganization established a new
Team Member Engagement & Belonging
group dedicated to celebrating our Team
Members, growing Life Time's culture of
belonging, and building a greater sense
of community among employees through
three pillars of connection.

CELEBRATE

Sharing stories, perspectives, experiences, and traditions and honoring professional achievements and anniversary

ENGAGE

Creating opportunities for dialogue, participation, collaboration, and learning through forums, networks, and channels where all voices are valued and every Team Member feels that they belong.

EDUCATE

Equipping Team Members with the knowledge, skills, awareness, and resources to support an inclusive culture and helping them to grow along their professional development paths.

Life Time Inclusion Council

Launched in 2020, our Inclusion Council advances inclusion as a core value within every level of the company through a collaboration between our core council, subcommittees, and 296 ambassadors in our athletic country clubs and corporate office.

"We want to be as inclusive as possible, so no matter what walk of life, anyone walking through that door, we're going to give the best experience possible."

MATT J., MEMBERSHIP CONCIERGE MANAGER AND FEATURED TEAM MEMBER

"My team gives me the feeling that I belong."

5.83/7 stars represent average rating to the noted statement of all responses provided on a biannual Team Member Engagement Survey

OUR FOUNDATIONAL PILLARS

SUPPORT A CULTURE OF INCLUSION

Welcoming everyone to experience the Healthy Way of Life.

Life Time interviewed 23 Team
Members to create more than
30 inspiring videos sharing their
perspectives and experiences as
part of our celebrations calendar,
including Black History Month,
Women's History Month, Asian
American and Pacific Islander
Heritage Month, Pride Month,
Disability Pride Month, Women's
Equality Day, Hispanic Heritage
Month, and Native American
Heritage Month.

MENTOR AND COACH

Supporting personal and professional development.

The BIPOC Network employee affinity group provides mentorship support for individuals with Black, Indigenous, and people of color ancestry, and allies, so they feel welcomed and valued, and have a place to find support and information to help them grow in their careers.

EXPAND THE LIFE TIME COMMUNITY

Building strategic relationships that positively impact our communities.

In October 2023, local Minnesotan celebrities joined Life Time Team Members and Pickleball Pros to raise \$11,000 for Minnesotabased Bolder Options, a nonprofit organization that provides wellness-based mentoring for middle school youth.

CLOSE THE GAP

Working to build teams and leaders that reflect the communities we serve.

In 2023, 55% of leadership promotions were awarded to women.**

**Leadership roles are defined as manager or above with at least one direct report

Employee Affinity Groups

WELL

Women Empowering Leadership at Life Time and allies

SPARK

LGBTQIA2S+ Team Members and allies

COVERT

Active and former military, veterans, military families, first responders, and allies

NEW IN 2023

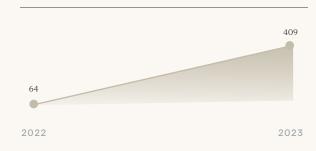
BIPOC NETWORK

Black, Indigenous, people of color ancestry, and allies

ADAPT

People living with both visible and invisible disabilities, caregivers, and allies

AFFINITY GROUPS MEMBER GROWTH



WELL participation numbers are not included. Employees identifying as women are provided with WELL membership.

#1 most important principle to Team Members surveyed through our Team Member Engagement Survey is recognizing & celebrating differences

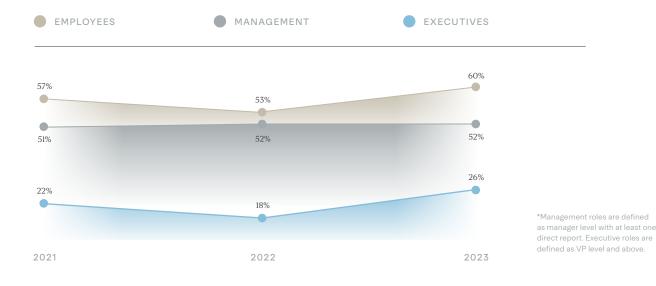
Embracing Perspective

Racial and gender diversity in our workforce

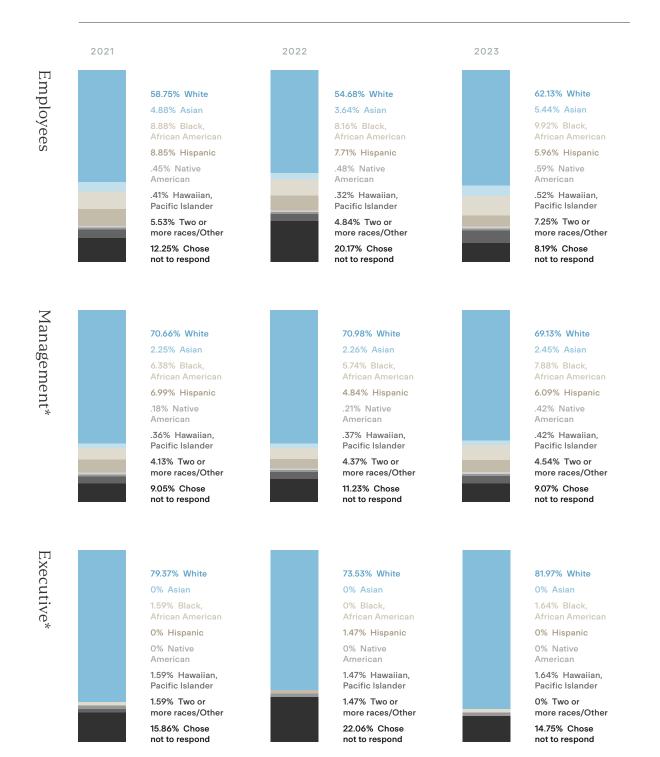
2023 Gender Diversity



Women in Our Workforce Year Over Year



Racial/Ethnic Diversity Year Over Year



Inspiring the Best

We aspire to create a supportive work environment for our Team Members through benefits and incentives organized around a system of total rewards, including health insurance, retirement plans, paid time off, stock incentives, professional development, and more. Our Total Rewards structure is designed to motivate, develop, and recognize the great work of our Team Members as they contribute to Life Time's success.

"I am positively recognized for the work that I do."

4.46/5 stars represent average rating to the noted statement of all responses provided on a Team Member

25%

INCREASE IN OVERALL COMPANY NPS SCORE FROM 2022*

*Statistic compares overall biannual Net Promoter Score from Q4 2022 to Q3 2023

TALENT DEVELOPMENT

Life Time Education

lexible Scheduling

Career Development

Dashboard

RECOGNITION

Department and Club Service Awards

Inclusion Counci

Affinity Groups

Cultural Celebrations

WELL-BEING

Complimentary Club Memberships

Products and Club Services Discounts

exible Workspaces

ifo Timo Mind

PAY & INCENTIVES

Bonus Incentives

Performance & Anniversar

Paid Time Off & Celebration Days

BENEFITS

Health Insurance (Medical, Dental,
Vision & Life Insurance)

Paid Parental Leave, Bonding Leave & Adoption Assistance

HSA. FSA & 401(k

Employee Stock Purchase Plan

mployee Assistance Program & Short-Term Disability



Mind Really Matters

Our holistic mind-coaching program offers in-person and online sessions to enhance well-being, build strength and resilience, and help Team Members achieve their goals. In a survey of Life Time Mind participants:

96% felt the program helped them pursue mental wellness habits**

96% reported learning new skills to shift their mood**

MENTAL HEALTH FOCUS

Connects concept of whole-body wellness with optimizing performance, including nutrition, sleep, and movement.

BURNOUT PREVENTION

Teaches stress and mood management skills through mindfulness, cognitive thought-shifting, and meditation.

RELATIONSHIP RESILIENCY

Develops skills in relationship-building, creating better work-life harmony, and maintaining mental health.

**Information provided by internal survey of

Ongoing Education, Certification & Training

Supporting the professional development of our Team Members attracts top talent, strengthens our reputation for excellence, and improves our Team Members' overall satisfaction and retention. Life Time's support for continuous learning is crucial to expanding our culture of innovation and excellence, allowing us to better adapt to shifts in technology, our industry, and emerging trends, and positioning us to meet future challenges.

A core focus in 2023 was to improve the delivery efficiency of our education and learning materials. Innovative modifications made our modules more concise and led to a decrease in hours spent engaging with content while still providing our core curriculum teachings.

Additional ongoing education is offered through our Life Time Flex Library and completed through a thirdparty learning vendor. Employees may access selfpaced learning and professional development courses when it suits their schedule and availability.

Launched in 2023, our Level Up Leader Development program helps high-potential leaders who aspire to manage one of our athletic country clubs achieve the necessary education and skills to become Lead Generals.

Extensions of these field programs are available in our Life Time corporate office to help ensure innovation, advancement, and professional development occur for Team Members across all levels within the company. As part of these offerings, our Level Up Corporate Leaders program creates participation opportunities for multiple facilitator-led professional development courses.



"My career will advance as Life Time grows."

4.26/5 stars represent average rating to the statement of all responses provided on a biannual Team Member engagement survey



20+

AVERAGE LEARNING HOURS FOR FULL-TIME EMPLOYEES ~/

AVERAGE NONMANDATORY LEARNING
HOURS FOR FULL-TIME
EMPLOYEES

73%

OF 2023 LEAD GENERAL
HIRES WERE INTERNAL
CANDIDATES IDENTIFIED
& DEVELOPED THROUGH
LEVEL UP PROGRAMS

LIFE SPA

Amplify Education Program

Created to advance and amplify diversity and inclusion to help all individuals and groups feel welcomed, respected, supported, and valued at LifeSpa.

TRAININGS

INCLUSIVE LANGUAGE TIPS

EDUCATION RESOURCES

GENDER-NEUTRAL SERVICES

SERVING GUESTS WITH A DISABILITY

SERVING GUESTS WITH ALL HAIR TYPES

RESPECT FOR PERSONAL & CULTURAL NEEDS

TECHNICAL EDUCATION

to amplify, diversify, and elevate skill.

BUSINESS & PERSONAL DEVELOPMENT TALK SERIES

to amplify career through peer-to-peer mentoring and coaching, including personal and professional growth opportunities

SAFETY

Health & Safety

Wellness is our business.
The safety of our members
contributes to their well-being.

We tailor our safety procedures to the activities performed in each department so that our Team Members receive training relevant to their roles. We also provide them with licensing, preparedness plans, and ongoing certifications and perform annual inspections and maintenance protocols for all of our 170+ clubs.

We aspire to maintain clean, safe environments for our members and guests across our network of athletic country clubs.

Club Safety

Safety is a priority across all our destinations. With protocols designed to meet equipment safety and cleanliness expectations, we focus on guidelines and laws applicable to our attractions and facilities.

Inspections of equipment are completed throughout the club by our in-house technicians, engineers, or operations team. In addition, external third-party audits and inspections are completed based on local jurisdictional requirements.



including fire-suppression systems, elevators, alarms, sprinklers, and other mechanical and electrical components.

EQUIPMENT

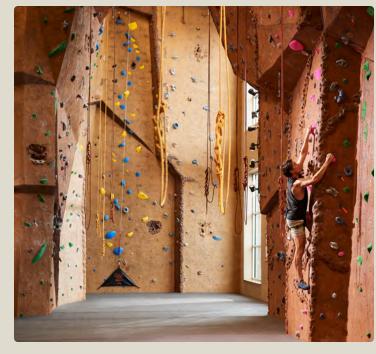
including waterslides, rock walls, bounce houses, and play structures, which require American Society for Testing and Material (ASTM) inspections and maintenance records.

WATER & SURFACES

including the balance of our pool chemicals, onsite laundry, and EPA-approved disinfectants for surface cleaning of our fitness equipment, showers, childcare spaces, and food-ready spaces.

FOOD

including SERVSAFE® Food and Alcohol certification and training for our food handlers and managers.





TH!NK Training

Our four-part safety guide offers a training toolbox and resources to help our Team Members through challenging experiences on the job, including incident management and reporting.

TRAININGS

FIRST-AID READINESS

EMERGENCY MEDICAL RESPONSE

SEVERE WEATHER RESPONSE

EVACUATION PLANS

FIRE/CHEMICAL SPILL/ELEVATOR STOP/BUILDING CRISIS MANAGEMENT SOPS



Safety Response Team

Life Time trains Safety Response Team (SRT) employees to respond to emergency situations. This training includes CPR, first aid, and participation in emergency drills.

Active Threat

At Life Time, we train Team Members to be prepared to react to active threats within a club, including guidance on recognition, response, and communication. In 2023, we reengaged our Team Members in our Active Threat Response Guidelines with communications, a short video, new resource guide, and further educational tools to enhance prevention and preparedness.

New Crisis Support

Added around-the-clock (24/7) support for Team Members, providing guidance and resources when a crisis event occurs. In 2023, single-step communication was added to various locations within the club to simplify access to crisis support resources.

Life Guard Certifications

Life Time certifies not only our Aquatics Team Members in lifeguard training, but also members of the community. In addition, we certify Team Members each year in first aid, CPR, and AED use.



LIFETIME KIDS

Keeping Kids Safe

Our Life Time Kids programming offers care, activities, camps, events, and classes for children ages 3 months to 13 years. We strive to keep kids safe under our supervision while promoting a healthy lifestyle. We include training on "Keeping Kids Safe" in annual learning to educate our Team Members and raise their awareness and ability to respond to various forms of child abuse. We require appropriate authorization or identification when dropping off or picking up children in our care.

The Year of Growth

Throughout 2023, Life Time Foundation continued to support underserved youth through grants that improve access to good nutrition and encourage movement. New initiatives launched this year broadened the Foundation's support for a healthy planet to include reforestation and conservation efforts that will impact future generations.

Alongside nutrition experts and school nutrition professionals, Life Time Foundation worked to bring healthier, more nourishing meals to schools across the country and identified opportunities to remove processed ingredients.

CITY PARKS FOUNDATION (NEW YORK CITY)

Now in its third year, Life Time Foundation supported free summer programming for children and families in city parks located in underserved areas throughout New York City's five boroughs. It also supported the return of the Family Adventure Race, a beloved parent-child relay event. Funds also helped inspire healthy eating habits through nutrition education serving 1,270 youth.

CREATING YOUR KITCHEN (ARIZONA)

Life Time Foundation partnered with the Chef Ann Foundation (CAF), Arizona Department of Education (ADE), and the Whole Kids Foundation to support the Creating Your Kitchen (CYK) Project. CYK is an assessment, strategic planning, and technical assistance program that provides Arizona school districts with the operational knowledge to transition from a heat-and-serve model to scratch-cooking operations. Program successes include:

- Adding a food truck at Queens Creek Unified School District
- New scratch-cooking recipes at Phoenix Elementary Schools
- 75% of menu at Palominas Elementary District now scratch-cooked onsite

Life Time Foundation paid \$600,000 in direct grants to improve access to physical education in underserved and under-resourced communities, inspiring nearly 16,000 youth to be active for life.

500

SCHOOL DISTRICTS
PROVIDED WITH
FUNDING

11k

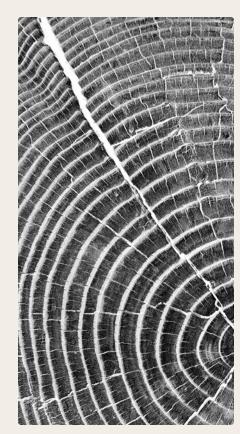
TOTAL SCHOOLS

6.7M

CHILDREN IMPACTED

Ride of a Life Time Raises \$1M

As the largest fundraising event of the year, Life Time Team Members, members, and communities raised over \$1M at Ride of a Life Time with the greater goal to change kids' health and change the future. Those efforts included more than 160 participating locations, 8,000+ riders, and 27,000 minutes of sweating for a cause.



The Forest is the Path

In October, Life Time Foundation brought a new focus area to its Healthy Planet goals conservation.

It started with a \$1M grant to the National Fish and Wildlife Foundation to permanently conserve more than 100,000 acres of forest land in the Michigan Highlands and Maine.

"We breathe in what trees breathe out, and they breathe in what we breathe out. We are nature."

— SAY TREES



Built With Sustainability in Mind

We are working to foster a culture of environmental sustainability across our corporate campus and 170+ athletic country clubs.

Through waste management practices, such as recycling and eliminating single-use plastic, eco-conscious operational improvements, renewable energy, and LED lighting systems, we strive to reduce our carbon intensity and enhance our overall efficiency.



Sustainability Initiatives

€ 01 Low-flow showerheads

02 Rain-detection sensors in irrigation systems

03 Water-refill stations across the fitness floor and locker rooms

04 Energy-efficient fixtures, such as toilets and sinks

05 Metered water use

06 UV water filters in spas to reduce water refill

07 Indoor LED lighting

08 Parking lot LED lighting

09 Outdoor courts LED lighting

10 Glass atriums designed to leverage natural light

11 Solar panels at select New Jersey and New York club locations

12 Offsite energy purchased from solar and wind farm

13 Recycling efforts and promotion

14 Composting at corporate office and select clubs

15 Refillable locker room amenities with reduced single-use plastic

6 No plastic water bottles sold in LifeCafe

17 Recyclable and compostable packaging sold in LifeCafe

18 Digital membership cards to reduce plastic production

19 Energy and water-use analytics to identify outliers

20 Tennis ball recycling efforts

21 Fitness equipment donated or resold

≥ 22 Efficient HVAC filters

23 Building operation plans to efficiently manage site

24 Energy-efficient heating and cooling equipment

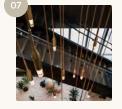
25 Centralized building control automation for heating and cooling























Boosting Efficiency

Whether our members are enjoying a hot sauna or escaping the summer heat in an airconditioned studio class, heating and cooling are integral parts of our offerings. Through innovative design and behind-the-scenes efficiency improvements, we bring the right level of comfort to our spaces with an eye on efficiency.

We invest in energy-efficient heating and cooling systems in our new buildings and continue to retrofit and improve our older systems to balance comfort and efficiency. We use variable-frequency drives (VFDs) in many areas of our mechanical systems to regulate motor speeds, which help reduce energy waste and bring greater efficiency to the systems they support.

"My job is important and connects to larger company goals."

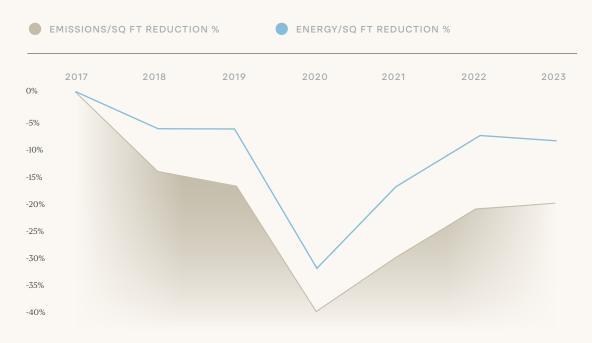
represent average rating to the noted statement of all responses provided on a biannual Team Member Engagement Survey

4.3/5 stars

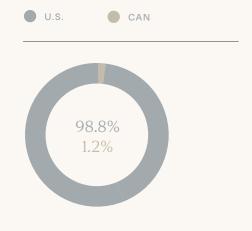
Reducing Greenhouse Gas (GHG) Emissions

In our 2022 inaugural ESG report, we announced our partnership with the Department of Energy to participate in the Better Climate Challenge, to pursue an ambitious 50% reduction of our Scope 1 and Scope 2 GHG emissions intensity. This year, we are proud to report that we are on our way to achieving that goal with a 22% reduction in our market-based GHG emissions intensity since 2017.

Emissions Intensity Reduction



GHG By Country



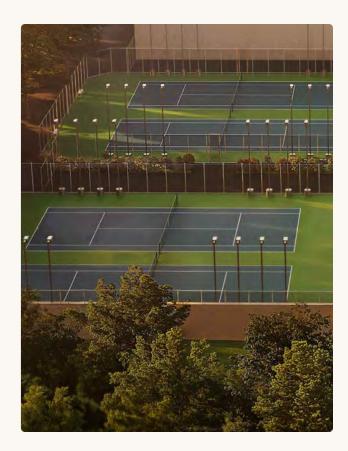
TOTAL EMISSIONS*	MTC02E
Scope 1	107,874
Scope 2 (location based)	149,497
Scope 2 (market based)	140,672

Looking to the Horizon

We are pursuing a 50% reduction in our GHG emissions intensity per square foot by 2032.



This year, we engaged external consultants to account for our greenhouse gas (GHG) emissions using the GHG Protocol Corporate Accounting and Reporting Standard and additional guidance. Our consultants compiled the GHG inventory using activity data from various sources, with 97% of energy use reported from utilities and the remaining 3% from modeled utility data and mobile fuels. The inventory also included an estimate of fugitive refrigerant emissions, representing 2% of total GHG emissions, covering club operations, corporate spaces, race offices, and Life Time Work for the period from January 1 to December 31, 2023.



823

KW REDUCTION IN OUTDOOR PARKING LOTS ACROSS ALL CLUB LOCATIONS

3.6M

KWH REDUCTION PER YEAR

LED Lighting Systems

In 2017, we began efforts to retrofit interior and exterior lights to LED, ensuring our lighting systems are as efficient as possible. We continue the large undertaking of transitioning indoor and outdoor lighting to LED at our locations, including our outdoor pickleball and racquet courts and our parking lots. Beyond energy efficiency, better lighting invites members into our spaces, improves visibility during games, and encourages longer playing time.

Renewable Energy

Life Time seeks ways to incorporate more renewable energy into our locations, including through investments in onsite energy generation.

CORPORATE CAMPUS (MINNESOTA)

In late 2023, we secured Renewable Energy Credits through the Xcel Energy Renewable Connect program to account for over one-half of the energy used in our Xcel-based Minnesota locations. Using a mix of wind and solar energy production, we're able to offset the main load of our corporate campus office buildings in Chanhassen, MN.

WESTCHESTER (NEW YORK)

We joined the NY-Sun Solar Program and began housing an onsite solar panel system on the roof of our Life Time Westchester club location. The program drives growth in the systemic solar industry and makes solar technology more affordable for New Yorkers.

PRINCETON AND MOUNT LAUREL (NEW JERSEY)

Princeton and Mount Laurel (New Jersey) Life Time locations own and operate a large-scale solar array on the rooftop of our Princeton and Mount Laurel locations. Both sites are powered in part by renewable energy and reduce our overall dependence upon energy coming from utilities. These systems are unique and require operational excellence to run efficiently.



Water Stewardship

Water is our most precious resource. With recent reports forecasting increased areas of water scarcity by the year 2050, overexploitation of water resources in drought-prone areas can have significant consequences. Through more responsible long-term water management and conservation efforts, we strive to be good stewards of our water consumption.

High-Efficiency Water Fixtures

Inside our clubs, we have numerous water features and amenities for our members to enjoy. We monitor water use and install water-efficient showerheads, toilets, faucets, and more to conserve water.

Irrigation & Water Resource Management

Our athletic country clubs are known for their cerulean outdoor pools, lush green grass, and floral landscaping. But beneath the surface of these eye-catching features, we employ robust irrigation monitoring and rain-sensor technology to control water usage, and to detect and alert us in the event of leaks.

Our onsite facility engineer works closely with partner irrigation experts to manage the overall water use of our systems. Monthly system checks are performed by each party to review usage and alter the watering schedule when necessary, such as increasing the frequency to weekly during periods of excessive heat or drought warnings.

These efforts have saved millions of gallons of water from waste within our irrigation systems.

Water Usage Reduction

KGAL/MEMBER USAGE REDUCTION %





Minimizing Waste

Trash, food, packaging, and other waste byproducts end up in landfills, releasing greenhouse gases, disrupting ecosystems, and contributing to soil and water pollution in communities. We recognize the overall importance of reducing waste and improving waste management practices through innovative strategies, designs, and sourcing methods.

Corporate Campus

Our corporate campus began piloting composting alongside trash and recycling bins, which led to 57% of waste diverted from landfills in 2023.



In 2023, we recycled 9,478 tons of commodities and materials. These efforts conserved the following resources:

Information reflects standard club operation trash and recycling services for FY 2023 where Life Time is responsible for waste removal. Sources: U.S. Environment. Protection Agency, U.S. Energy Information Administration, Environmental Paper. Network-Paper Calculator V4.0 Domtar Paper, Gaylord Corporation, U.S. Forest Products Laboratory, and Waste Management. @ Waste Management 2024 Notes: GHG * Greenhouse Gas; MTCO2E * Metric Tons of Carbon Dioxide Equivalent

157,014 mature trees

Saved enough timber resources to produce 2,669,234,940 sheets of paper

1,337 cubic yards of landfill airspace

Enough to fulfill the annual municipal waste disposal needs of 1,717 people

11,368,370 Kw-Hrs of electricity

Amount of power to fulfill the annual electric needs of 1,090 homes

42,517,191 gallons of water

Enough water to meet the daily freshwater needs of 566,896 people

23,259 fewer metric tons of GHG emissions

Equivalent to removing annual emissions of 5,024 passenger vehicles

LIFE CAFE

Combating Food Insecurity

According to the U.S. Department of Agriculture's 2022 status report, 12.8% of households were food insecure and unable to reliably access sufficient, affordable, nutritious food. Hunger relief in local communities is an area of focus for Life Time's social and environmental responsibility efforts through pilot programs with national partner organizations Feeding America and Loaves and Fishes.

In our Minnesota-based food donation pilot program, nearly 120 pounds of food waste per month from the LifeCafe were diverted, totaling an estimated 7,140 pounds for the year 2023. With the success of this pilot program, we look forward to expanding the food donation program across our club communities in North America.

Sourcing Quality Ingredients

Our LifeCafe meals, snacks, and beverages are created with high-quality ingredients sourced locally where possible. Not only is produce more beneficial when harvested at the peak of freshness, but local sourcing can reduce the environmental impact of transportation, which requires significant energy and resources while generating a large carbon footprint.

A subset of our produce purchased is sourced locally from farms within 250 miles of our clubs through the Produce Alliance, a multi-generational, family-owned company that partners with suppliers that employ sustainable practices, such as crop rotation, energy conservation, pest management, waste and water reduction, and recycling.

Good Food Rules

We created a series of ingredient quality rules that help guide selection of our premade food and beverage sets and the preparation of our fresh, healthy recipes in our LifeCafe.

Our guidelines call for no artificial sweeteners or preservatives, no artificial flavors or colors, no bleached flour, no added hormones, no high-fructose corn syrup, and no unhealthy ingredients.

Reducing Reliance on Plastic

In 2023, we celebrated the full transition to compostable cutlery and straws in all of our LifeCafe locations. These straws biodegrade in months instead of the hundreds of years that plastic can sit in landfills.

Aluminum Water Bottles

Five years ago, we had a vision to eliminate single-use plastic water bottles in our LifeCafes and replace them with a more sustainable alternative: aluminum. Lightweight, easily transportable, durable, and requiring less energy for manufacturing, aluminum was the dream material. But without an elegant packaging solution available on the market, we created one and branded it ourselves.



Life Time set out to remove all plastic water bottles for sale within our clubs and launched Life Time aluminum water bottles.

Diverted more than 1 million plastic water bottles from entering the landfill with the switch to the Life Time aluminum water bottles and began transitioning all other beverages sold in LifeCafe spaces to sustainable packaging.

Finalized the transition away from single-use plastic water bottles in beverage coolers by December 31, 2023.

2023 ESG



Leadville Race Series

In our communications with volunteers, racers, and spectators, we prioritize composting and recycling efforts and work toward making our popular Leadville Race Series "Zero Waste" events. We also work in partnership with our vendors and Cloud City Conservation Center (C4) to bring only recyclable and compostable materials onsite for the event.

With these efforts, we effectively diverted 78% of waste from landfills during all events in the 2023 race series through composting, recycling, and TerraCycle, which collects hard-to-recycle preconsumer and post-consumer materials. During the Leadville Trail 100 MTB, our champion mountain-biking event, 86% of waste was diverted through these same efforts.





HEALTHY

Conducting our business with integrity and a culture of care.

PRINCIPLES

Leading Company Vision and Goals

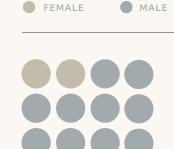
Life Time strives to maintain a leadership perspective that's forward-thinking and inclusive. Our board members and senior leadership help to navigate challenges and design effective solutions to complex problems for long-term success and sustainability. Through effective, innovative leadership and financial expertise, they align the company's vision and objectives with a culture of accountability, transparency, ethical governance, and effective risk management.

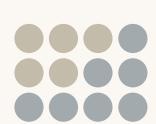


"My leader is honest, ethical and treats me fairly."

4/5 stars represent average rating to the noted statement of all responses provided on a biannual Team Member engagement survey

Board of Directors





DIVERSE NOT DIVERSE

ESG Oversight Structure



Board Committees and Responsibilities

Audit

Comprised of Directors who possess financial expertise and literacy, our Audit Committee is responsible for overseeing Life Time's financial reporting and its Code of Conduct and Enterprise Risk Management processes.

Nominating and Corporate Governance

This committee has overall responsibility for corporate governance functions, including all ESG-related topics, such as climate resiliency and socially responsible initiatives.

Compensation

Our Compensation Committee oversees executive compensation along with employee benefits, incentives, and broad succession planning.

Capital Allocation Committee

Newly formed in 2022, our Capital Allocation Committee oversees capital management, including property development projects.

Ethics & Conduct

Our Code of Business Conduct and Ethics sets forth principles that are core to our business, helping to guide our Team Members in acting with high integrity and mutual support to create a culture of care and a safe, respectful work environment. We monitor compliance with our Code through various means, including investigation and resolution of reported violations.

Our Code creates several avenues to report suspected violations, including anonymous reporting. Our Code prohibits retaliation against any Team Member who, in good faith, seeks to help, report, or cooperate with an investigation of a known or suspected Code violation.

EMPLOYMENT PRACTICES

We are committed to fair employment practices and prohibit discrimination based on any characteristic protected under federal, state, or local law, including gender identity. We provide Team Members with an opportunity to seek independent review of employment-related decisions by a third-party ombudsman.

HUMAN RIGHTS

Life Time respects the human rights of individuals. Our policy addresses human trafficking, child labor, working hours, rights to a safe workplace, discrimination and harassment, diversity and inclusion, sustainability, and our commitment to a healthy lifestyle.

ANTI-CORRUPTION

Our Code prohibits Team Members (or third parties acting on our behalf) from offering, promising, giving, authorizing, or accepting bribes, kickbacks, or any other type of improper benefits. Our Code also generally prohibits Team Members from giving, promising, offering, or authorizing gifts or entertainment to government officials, whether directly or indirectly.

INDUSTRY ASSOCIATION

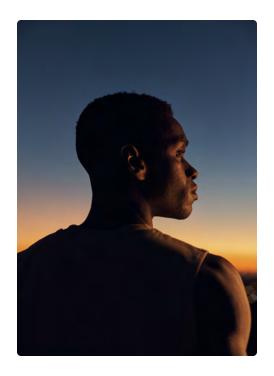
Life Time is a member of the Health & Fitness Association (HFA), an industry trade association that represents a broad cross section of the health and fitness industry. A portion of our membership fees support the National Health and Fitness Alliance (NHFA), which is the U.S. advocacy arm of IHRSA. A representative from Life Time serves on the boards of directors of the HFA and NHFA. On behalf of our industry, NHFA develops and advocates policy positions with both primary political parties at the federal and state level that have a direct impact on our business, Team Members, members, shareholders, and communities.

POLITICAL ACTIVITY

Our Code provides that company funds may not be used to make political contributions to any political party or candidate absent prior approval from the General Counsel or a designee, and that Life Time will not reimburse Team Members for personal political contributions. Life Time does not have its own employee-funded political action committee.

ENVIRONMENTAL POLICY

We aim to be a good steward of the environment. In 2022, we created an environmental policy to govern our operations. This policy focuses on GHG Emissions, Energy and Water Reduction, Waste Minimization, and Inspiring Action for our Team Members, members, and broader communities to make a positive impact on our environment.



Enterprise Risk Management

Our ERM Committee is comprised of company leaders and meets at least quarterly to evaluate enterprise risks, including the anticipated frequency, severity, and trend of those risks. We use a structured framework for identifying, assessing, and managing risks across the organization. Our Enterprise Risk Management (ERM) program focuses on a variety of potential material risks, including those from climate change.

Data Security has been additionally identified as a credible technology-related risk under our ERM program. To address information security risk, we have designed our cybersecurity program around the National Institute of Standards and Technology's Cyber Security Framework (NIST-CSF). We have established a dedicated cybersecurity team to assess, monitor, and maintain our assets and respond to cybersecurity-related incidents. We also require Team Members to take annual security awareness training. We have 24/7/365 monitoring and alerting in place alongside an incident-response plan to guide our response to information security events. We updated our incident response plan this year to account for new cybersecurity disclosure regulations.

At Life Time, we believe our environmental, social, and governance practices are integral parts of our commitment to Healthy People, a Healthy Planet, and a Healthy Way of Life.

As we look to the future, our commitment to maintaining this forward focus will pave the way for continued innovation, growth, and resilience.





SASB

TOPIC	CODE	ACCOUNTING METRIC	2023 RESPONSE
Energy Management	SV-LF-130a.1	Total energy consumed Percentage grid electricity Percentage renewable	3,397,026.6 GJ 40.16% 0.15%
Customer Safety	SV-LF-250a.1	Fatality rate Injury rate for customers	0 0.34
Workforce Safety	SV-LF-320a.1	Total recordable incident rate (TRIR)	4.67 Permanent 1.11 Seasonal
	SV-LF-320a.1	Never miss frequency rate (NMFR)	3.32 Permanent 0.62 Seasonal
	SV-LF-320a.1	Days lost due to work-related injury	4,908
	SV-LF-000.A	Attendance	103,341,153
	SV-LF-000.B	Number of customer days	364

Injury rate per 100,000 member swipes — excludes guest counts TRIR, NMFR (ALL AND OSHA RECORDABLE)
Excludes Canada — Total lost days for all claims 7,121 (OSHA recordable days lost 4,541; Non-OSHA recordable 2,580).
Excludes Canada.

LIFETIME.LIFE/ESG