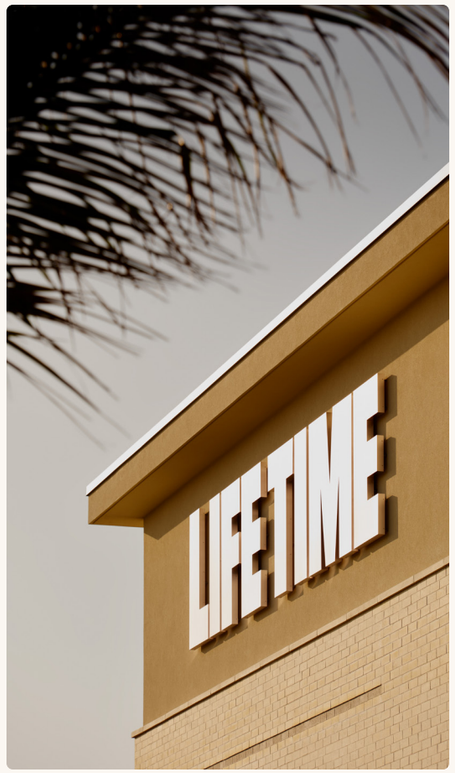
# 2025 ESG REPORT

LIFE TIME

HEALTHY PEOPLE. HEALTHY PLANET. HEALTHY WAY OF LIFE.

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# A Letter From Our Founder & CEO

Dear Stakeholders,

Every year, I reflect on how far we've come, and every year, the answer is the same: We're not done. There is so much more ahead of us.

What began as a single club 34 years ago has become a lifestyle movement that's expanded our mission in ways that make me profoundly proud. In 2025, our 44,000 Team Members served 1.6 million members across the country and in Canada. But the numbers don't tell the whole story. It's the human connections that fuel the growth: kids running excitedly to the front door, laughter between new friends in ARORA Coffee Club, cheers and high-fives for a new personal best.

With 10 new locations and 189 clubs across North America, that growth means we're helping more people live healthier, happier lives. We're strengthening more communities, and we're building a better future.

For many of our members, Life Time is their welcoming, comforting third place to belong. There's home, work — and Life Time. It's where they bring their families and where they meet their friends. At any age and every stage of life, you'll find your community here. For kids, it's the splash time and swim lessons, Kids Academy classes, and exciting monthly events. For teens and adults, it's the energy and endorphins in Studio Classes, new personal bests in Dynamic Personal Training and Small Group Training, or epic wins during pickleball play. For our more senior adults, we have our healthy, active, and social ARORA programming with 9,000 classes per month. And at our 30 iconic athletic events across the country, it's training, challenge, and triumph of competition.

We've deepened our commitment to the people who make these moments possible. This year, we built a dedicated Team Member Experience division because our Team Members deserve the same care they give our members. It's meaningful, and it's working. We saw our second-consecutive highest Team Member Net Promoter Score in company history, and the majority of our Lead General roles were filled internally. We were certified as a Great Place to Work for the second year in a row. Recognition like that is only awarded when our own Team Members feel valued, recognized, and important.

We all share joy and movement on this planet whose health is tied to our own. In 2025, we completed our second comprehensive Climate Risk Assessment, folding climate considerations directly into how we run the company. We keep our commitment measurable and accountable through facility upgrades, renewable energy projects, water-saving initiatives, and our conservation and reforestation work.

None of this happens in isolation. Our members are our neighbors, our schoolmates, our teachers, and our friends, and every interaction is a chance to strengthen something larger than any one of us. That only works if it's built on trust.

Thank you for the opportunity to give people a place to gather, move, and grow. We're grateful to do this work alongside people with good hearts who are committed to good causes and who believe that good work is never done.

In Health,



> I originally came for fitness, but I stayed because of the people. Through classes, pickleball, and seeing familiar faces every week, I built real friendships and found a place where I felt connected.
>
> — Member Survey Response

# HEALTHY PEOPLE

# The Healthy Way of Life

Life Time is leading a lifestyle movement across 189 destinations in North America. Whether you're a member, Team Member, athlete in one of our athletic events, or guest from the communities we serve, we have everything you need to live a healthier, happier life. Our programs, education, equipment, events, and resources empower people to care for themselves — and each other. Whether that looks like getting stronger, finding joy in movement, creating better work-life balance, or focusing on recovery, it's all here at Life Time.

When we have what we need to feel our best, we're able to focus our energy outward, impacting our family, friends, and community so that we all can thrive together.




## 189 Healthy Way of Life Destinations in North America

| | |
|---|---|
| 33 | YEARS OF OPERATION |
| 31 | STATES & ONE CANADIAN PROVINCE |
| $2.9B | ANNUAL REVENUE |
| 1.6M | INDIVIDUAL MEMBERS |
| 122M | ANNUAL CLUB VISITS |
| 10 | NEW LOCATIONS ADDED IN 2025 |
| 30 | ATHLETIC EVENTS NATIONWIDE |
| 100K | RACE PARTICIPANTS |
| 44K+ | TEAM MEMBERS |
| 11K+ | CERTIFIED FITNESS PROFESSIONALS |
| 51.8K | SOCIAL & COMMUNITY EVENTS |
| 15 | LIFE TIME WORK LOCATIONS |
| 4 | LIFE TIME LIVING LOCATIONS |

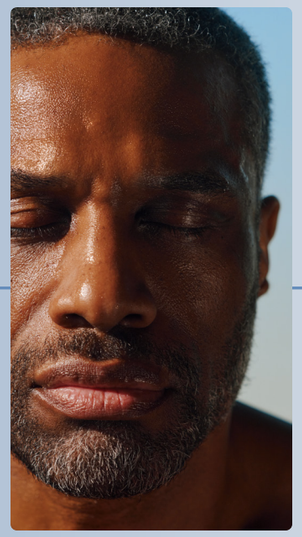
# Building a Wellness Community

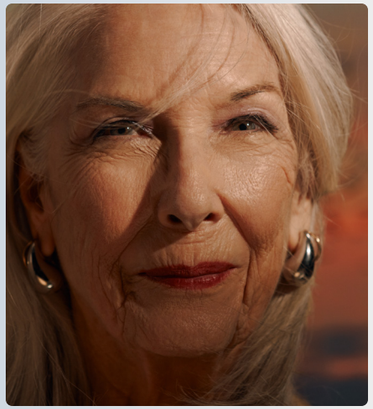
Our programs and services empower you to live a healthy way of life — for your whole life. And when one person embraces wellness, it becomes a gift they share with the people around them. Each inspires another with what's possible. Parents teach the joy of movement to their children. Friends invite neighbors to their favorite classes. Wellness extends beyond the walls of our club and into the community.

From active kids to active aging









## Our Engaged Members in 2025

| | |
|---|---|
| $160K | MEDIAN HOUSEHOLD INCOME |
| 61% | ARE COLLEGE EDUCATED |
| 149 | AVERAGE ANNUAL VISITS/MEMBERSHIP |
| 60% | COUPLE OR FAMILY MEMBERSHIPS |
| 44% | UNDER AGE 35 |
| 77% | UNDER AGE 55 |
| 50/50 | GENDER MIX |
| 5.9M | PICKLEBALL PLAYERS ON 800 COURTS |
| 200K | DYNAMIC PERSONAL TRAINING SESSIONS/MO |
| 20K | DYNAMIC STRETCH SESSIONS/MO |
| 42K | SIGNATURE GROUP TRAINING SESSIONS/MO |

# Healthy Habits Grow Along With You

Our Kids and Family programs help our youngest members discover a lifelong love for movement. Starting at just 3 months of age and through the tween years, kids and their families can explore new ways to move while meeting new friends, building their confidence, and connecting as a community. As kids learn and grow, our programs change along with them, building their foundational skills and adding the teamwork, resilience, and accountability that will serve them into early adulthood and beyond.



### Kids Academy (Ages 3 months–13 years)

Our Junior Members and their families can enjoy engaging programs and services.

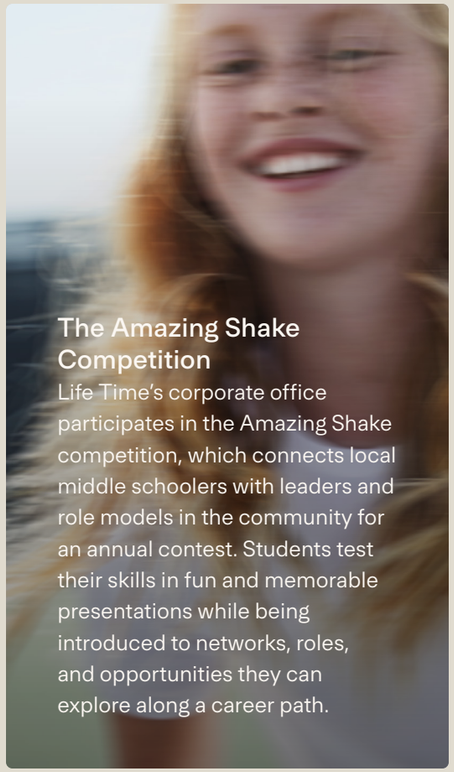
- Up to 2.5 hours of drop-in childcare while parents enjoy the club
- Infant care reservations (ages 3–11 months)
- Drop-in classes, enrichment classes, and 6- to 10-week progressive learning classes in dance, tumbling, junior warriors, and more
- Add-on options for childcare, including before and aftercare, school-break camps, and summer camps
- Swim lessons, swim clinics, and USA Swimming competitive swim team
- Weekly Parents Night Out events (3–11 years)
- Tween Takeovers (9–13 years)
- Access to open swim, open gym, or open rock wall for active family time
- Special themed kids and family events

### Teens & Young Adults (Age 14+)

Our older kids graduate to more expanded offerings in the club, including the fitness floor, Group Fitness classes, the pool, as well as basketball, pickleball, and racquet courts. It's active time they can spend with friends while training to improve their sports performance or exploring new ways to move.

### Work Experience & Internships

For many of our families, their children have been growing and learning at the Kids Academy since they were toddlers. It's a friendly and familiar place to make a leap — whether into the pool or into their first job. Young members in their late years of high school or college can find quality part-time or seasonal employment, such as lifeguarding, serving in the LifeCafe or outdoor bistro, or working as a camp counselor in the Kids Academy during the summer season. Students and recent graduates looking to gain firsthand skills and work experience can also apply for job shadowing through their schools or explore our paid internship opportunities periodically available in our clubs and at our corporate office. In all, Life Time is not only a place for meaningful personal development, but also a place to gain valuable professional experience.



### The Amazing Shake Competition

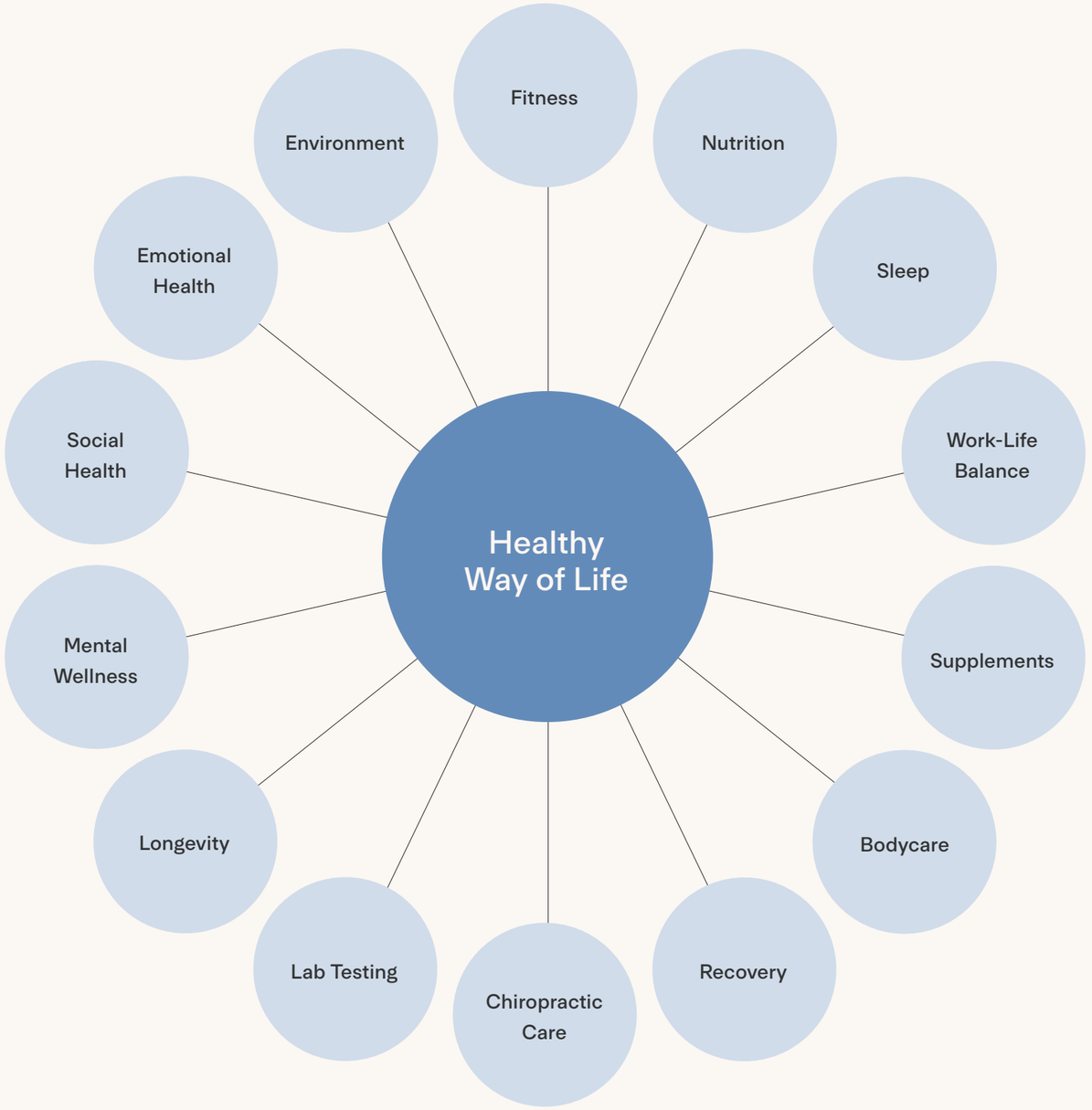
Life Time's corporate office participates in the Amazing Shake competition, which connects local middle schoolers with leaders and role models in the community for an annual contest. Students test their skills in fun and memorable presentations while being introduced to networks, roles, and opportunities they can explore along a career path.

# Healthy at Every Stage & Phase

Life Time provides an integrative approach to health and wellness that goes beyond fitness and nutrition, encompassing how we move, live, work, play, sleep, and spend time together.

Our ecosystem of programs and services provides something for every generation and interest to enjoy, and you'll see that reflected in our spaces — from grandparents splashing in the pool with their grandchildren, to college athletes and retirees training together in Alpha, to people of a wide range of ages and abilities playing pickleball or competing in our athletic events.











## Experience Life

*Experience Life* magazine is Life Time's award-winning health and wellness publication. Its mission is to educate and inspire readers to become their healthiest, happiest, most authentic selves and to live a Healthy Way of Life. By publishing accurate health and wellness information and making it accessible beyond Life Time members, *Experience Life* helps people make informed decisions about their health and well-being.

Our magazine's coverage areas include health and wellness, nutrition, sustainable living, fitness, mental well-being, life balance, and personal development. The print publication has a circulation of 600,000 households. In all, our magazine has an estimated market reach of about 2 million readers per issue.

But *Experience Life* does not stop at print. The brand's content is accessible through digital platforms, including ExperienceLife.com, the *Life Time Talks* podcast, and its social channels. The website provides fitness, nutrition, health, and lifestyle content to more than 477,000 monthly visitors.

*Life Time Talks*, hosted by Jamie Martin, Vice President of Content Strategy and *Experience Life*'s Editor in Chief, is ranked among the top 5 percent of podcasts, based on the number of episode downloads within the first seven days after release. The show covers a wide range of topics, from the truth about GLP-1s to the importance of adventure and exploration.

*Experience Life* — including articles, podcasts, and videos — is also featured on Life Time's Digital app. The *Experience Life* team collaborates with Life Time trainers to create programs, such as Couch to 10K and Glute Camp, which are then made available in the app for anyone to use. *Experience Life* is focused not only on creating accurate, high-quality health and wellness content, but also on making that content accessible — so people everywhere can feel more empowered to apply it to their everyday lives.

## Life Time Work

Launched in 2018, our branded coworking model helps our members integrate health and wellness into more of their daily lives. These premium coworking spaces include natural light, ample greenery, ergonomic workspaces, sonically diverse spaces, community kitchens with complimentary fresh-drip coffee, tech-equipped conference rooms, collaboration spaces, private office options, and more. Life Time Work members also receive membership to our resort-like destinations.

We have 15 Life Time Work locations across the country, many with dedicated in-club work lounges that are located within, attached to, or in close proximity to our clubs, providing convenient access and promoting a healthy working environment.

# Healthy Competition

### LT Games Hybrid Athletic Competition

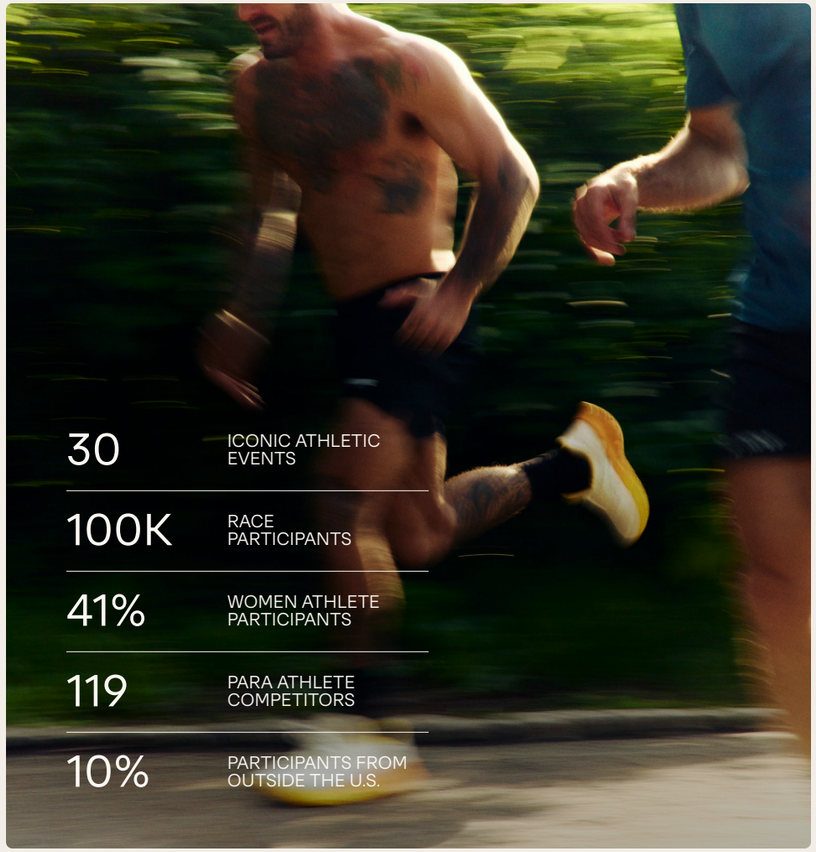
Launched in October 2025, LT Games is a functional-movement challenge in which participants compete in high-energy training exercises with regional events that progress toward a national championship for top athletes. Unlike traditional hybrid races with fixed sequences, LT Games uses a choose-your-own-adventure format to test strength, cardio, agility, and endurance.

Our first national championship event featured 130 athletes competing across 17 stations to crown a champion. The first winner was Lauren Weeks, a world-champion athlete.

### Athletic Events

For those who thrive on outdoor activity and embrace the spirit of competition, our athletic events connect and empower member and nonmember participants through meaningful experiences created within a like-minded community.

They provide participants with more ways to build confidence, enjoy movement, and track progress. It's the excitement of crossing the finish line, chasing a personal goal, or simply pushing alongside others to reach that thrilling moment of accomplishment.






# Community of Care

## LifeClinic

LifeClinic gives patients access to chiropractic and physical therapy services, paired with Life Time's advanced fitness equipment and recovery amenities to support their treatment.

CORE VALUES

Restore: Treat pain and help regain proper movement.
Maintain: Teach habits and routines to reinforce progress.
Optimize: Incorporate strength and power to improve function.

**80+** LIFECLINIC LOCATIONS INSIDE LIFE TIME

**8** MIORA CLINIC LOCATIONS INSIDE LIFE TIME

## MIORA

With the rise of inherent disease states, many people are experiencing health challenges decades earlier than expected, including cardiovascular disease, cancer, diabetes, and cognitive or memory disorders. Longevity at Life Time means exploring how we can live longer and feel better throughout our lifetime. Launched in 2024, MIORA is a performance and longevity health offering focused on a foundation of prevention. MIORA seeks to reveal potential underlying health issues as early as possible, so they can be prevented or addressed using highly personalized, comprehensive assessments, proprietary therapies, supplements, and recovery and rejuvenation tools.

As a natural extension of our Life Time ecosystem, MIORA testing collects more than 70 different blood biomarkers as compared with the 12–15 tracked by most traditional medicine practitioners. MIORA analyzes those markers through a metabolic code to point to health indicators that may suggest current or potential future health issues. Patients receive retesting of their biomarkers every 3–6 months, depending on their MIORA plan, to review how those biomarkers are responding to treatments.






# Active Aging

Our health needs evolve along with us throughout our lives and greatly impact our day-to-day happiness. We experience major life transitions, such as relocation, retirement, and changing demands on our time, all of which can greatly impact our ability to care for ourselves and each other.

Life Time provides accessibility, age-friendly infrastructure, digital access, and a caring community that helps us navigate this natural evolution together.

Social isolation also has increasingly received the spotlight since the U.S. Surgeon General reported in 2023 that a lack of connection is a serious health epidemic equated with increased risk for major diseases and conditions.

An April 2025 report sponsored by the Centers for Disease Control and Prevention found that 80 percent of adults ages 35–64 and more than 90 percent of adults ages 65 and older live with at least one chronic condition.

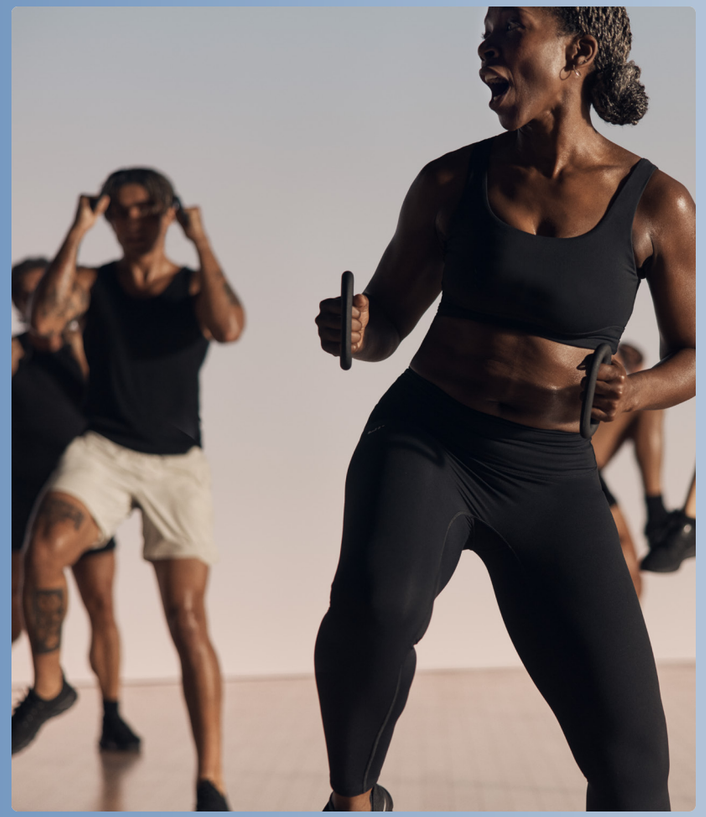
> ARORA gave me more than fitness. It gave me friendships, confidence, and a sense of belonging during a stage of life where that really matters.
>
> — Club Member

**9K+** ARORA CLASSES/MONTH ACROSS THE PORTFOLIO

**9%** INCREASE IN ARORA CLASSES FROM 2024



# One Team, One Purpose

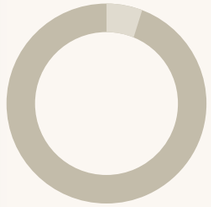


## We help people live healthier, happier lives.

Our Team Members impact the lives of thousands of people every day. Walking through our doors, you can hear it in the morning greetings and see it in every sparkling space at closing. It's the child splashing confidently in the pool, the faces shining with sweat and smiles in the studios, and the ARORA members sharing coffee and stories of the good life well-lived.

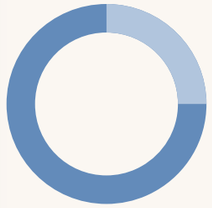
We belong to an incredible team, and what we do matters. In every role, across all levels of the company, each day is a chance to make an impact that's guided by our mission, integrated with our core values, and provided through our Team Member community of changemakers.

WHO WE ARE



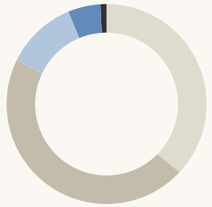
### Employment Location

| | |
|---|---|
| CORPORATE | 3.3% |
| CLUB | 96.7% |



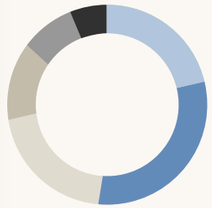
### Employment Status

| | |
|---|---|
| FULL-TIME | 25% |
| PART-TIME | 75% |



### Tenure

| | |
|---|---|
| LESS THAN 1 YEAR | 39% |
| UNDER 5 YEARS | 46% |
| 5+ YEARS | 9% |
| 10+ YEARS | 5% |
| 20+ YEARS | 1% |



### Age

| | |
|---|---|
| 20 & UNDER | 23% |
| 21-30 | 29% |
| 31-40 | 21% |
| 41-50 | 14% |
| 51-59 | 8% |
| 60 & OVER | 5% |

# Supporting the Career Experience

In 2025, Life Time created Team Member Experience, a division within Human Capital focused on attracting high-caliber talent, supporting development, and improving employee retention to sustain company growth.

Through onboarding, employee surveys, ongoing education and leadership development, anniversary career conversations, and a new employee recognition platform, the Belong / Matter / Impact experience architecture is embedded throughout the Team Members' career journey.

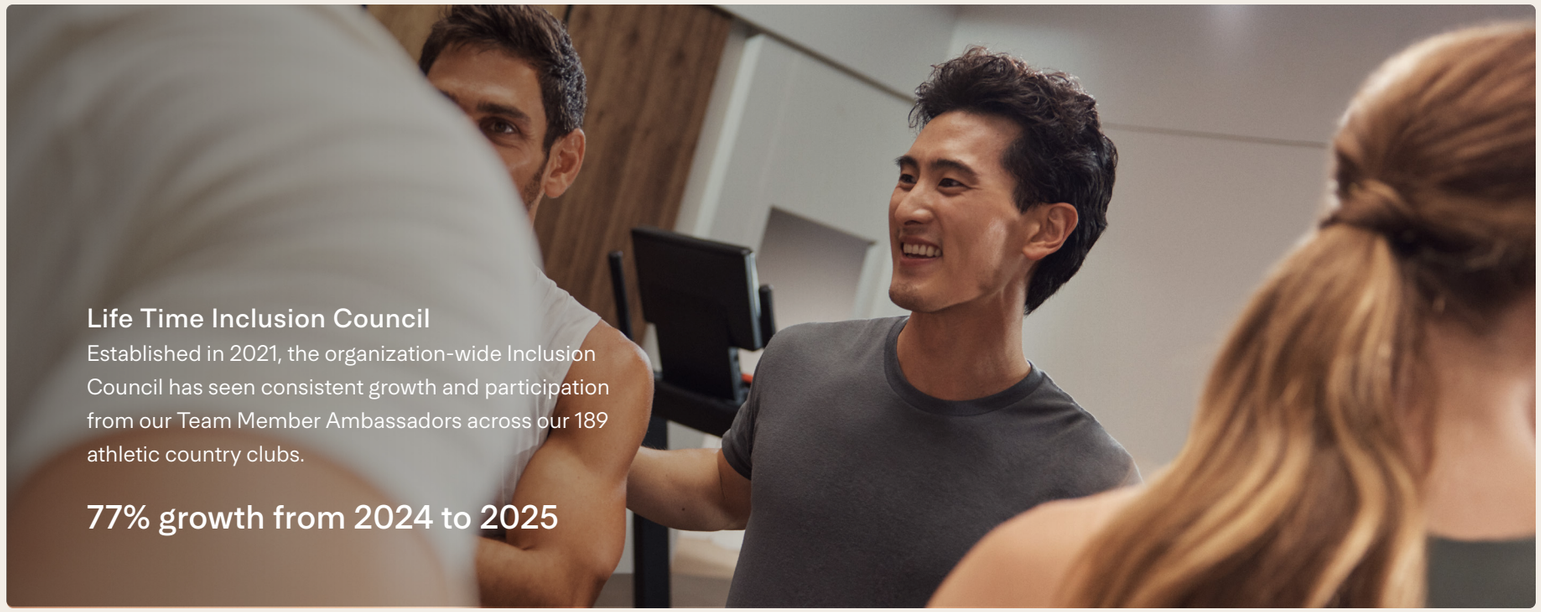
When our Team Members feel they BELONG, know they MATTER, and recognize their IMPACT, they find greater meaning in their work. Meaningful connection to this shared purpose builds community, increases job satisfaction, and lengthens tenure.

Since the launch of our Recognition program and Team Member Experience in 2025, we've seen strong NPS improvements across the enterprise.




- 2,305 peer-to-peer submissions in our Recognition program
- 439 Team Members featured on the Heart and Soul internal stream
- Early-tenure turnover down 2.4%
- Top club leaders turnover down 2.9%
- 40+ videos featuring 22 Team Member stories for cultural celebration and community impact
- 73% of Lead General roles filled through internal promotion
- 58% of Department Leader roles filled internally
- Time to fill open roles down 1.8%
- Growing applicant submissions up across major markets
- Club NPS up 2%+ across 10-, 30-, and 90-day scores

# A Place for Everyone




## Employee Affinity Groups

In 2025, we launched an integration that allowed Team Members to join our affinity groups, which are open to all. Growth and participation increased over the year (noted for each group), providing each community with greater opportunities to connect, mentor, and share perspectives and experiences. Adding more structure to the program, we created an Executive Sponsor role for each group and assigned an Inclusion Specialist from our Team Member Experience division to hold more regular check-in meetings with the leaders.

### WELL

Women Encouraging Leadership at Life Time celebrated girls in sports by gathering supplies and creating Confidence Kits for kids connected to Girls on the Run, a nonprofit supporting health and confidence in girls through running. Together, the group created kits for 25 different Girls on the Run chapters across the country and partnered with the Life Time Foundation to donate a financial gift in support of each one.

| | |
|---|---|
| 53% | LEADERSHIP ROLES HELD BY WOMEN |
| 44% | LEADERS AT CORPORATE ARE WOMEN |

### SPARK

Advocates for LGBTQIA2S+ inclusion, visibility, and belonging. The group provides programming and education as well as space for discussion and self-expression. Life Time has been a proud sponsor of the Twin Cities Pride Festival for the past two years, with Team Members hosting a booth and participating in the parade and other events on the festival grounds.

| | |
|---|---|
| 1.1K+ | NEW TEAM MEMBERS ENROLLED IN 2025 |
| 475K | POTENTIAL PRIDE FESTIVAL ATTENDEES REACHED |

### BIPOC NETWORK

The group provides space for BIPOC and allies to feel welcomed, heard, and appreciated. Membership is open to all Team Members interested in joining to experience the group's education, cultural awareness, advocacy, mentorship, and support-focused meetings. Clubs held Juneteenth celebration events across the country, and our Corporate Office supported a second annual Vadnais Heights, MN event which featured fitness, dance, singing, and yoga sessions, along with food, education, and community conversations at a local park.

| | |
|---|---|
| 2K+ | NEW TEAM MEMBERS ENROLLED IN 2025 |
| 30% | OF EMPLOYEES IDENTIFY AS RACIALLY/ETHNICALLY DIVERSE |

### COVERT

The group provides community and support for veterans, active military service members, first responders, and their families and caregivers. We work to create recognition initiatives, transition programs, and engagement opportunities for each of these communities, serving them with respect and honor.

#### 9/11 STAIR CHALLENGE

On September 11, 2025, COVERT organized clubs across the U.S. to host and participate in 9/11 Stair Challenges honoring the 343 FDNY firefighters who gave their lives in 2001. Participants climbed 2,200 steps (equivalent to the 110 stories of the World Trade Center towers), and many invited their local police and fire departments to attend. Hundreds of members and Team Members participated, and the Middletown-Red Bank, New Jersey, location held a fundraiser for its local 9/11 memorial.

#### VETERANS YOGA PROJECT

For the fourth consecutive year, the Life Time Foundation partnered with the Veterans Yoga Project to honor Veterans Day. The project works with veterans “to live, thrive, and belong” by using mindful resilience techniques to support those recovering from stress-related mental health challenges. Our national events invited veterans and their families into our clubs to experience yoga programming at Life Time and reached out to current members to participate in support of their local veterans communities.

| | |
|---|---|
| 639 | NEW TEAM MEMBERS ENROLLED IN 2025 |
| 3K | TEAM MEMBERS IDENTIFY AS ACTIVE MILITARY OR VETERANS |
| $20K | RAISED FOR A LOCAL 9/11 MEMORIAL |
| $10K | RAISED FOR VETERANS YOGA PROJECT SINCE 2022 |

### ADAPT

Members are champions for accessibility, accommodations, and inclusion for individuals with visible and invisible disabilities and their caregivers. The group also raises awareness of and advocates for accommodations, inclusive teaching, and acceptance of different cognitive styles.

#### COMMUNITY PARTNERSHIPS

Life Time continued its partnership with the Perkins School for the Blind in Boston for the second consecutive year. Through the Life Time Inclusion Council, select students from the school are provided with access to the Boston MetroWest club location for a weekly fitness class and use of its amenities there. The partnership began in 2024 and is set to continue into the 2026–2027 school year.

Additional community partnership support from the Inclusion Council began in 2025 for the Evanston Thundercats, a powerlifting team competing as part of the Special Olympics Illinois chapter. The group members train weekly with Coach Matt Nelson, a Life Time Dynamic Personal Trainer who was also selected as head coach for the Athletics team during the 2026 Special Olympics USA Games. One outstanding powerlifting athlete from the group also competed in the 2026 USA Games in Minneapolis and earned three silver medals and one gold medal.

| | |
|---|---|
| 827 | NEW TEAM MEMBERS ENROLLED IN 2025 |
| 12 | MEETINGS WITH 5 INSPIRING GUEST SPEAKERS IN 2025 |

## Life Time is Great Place to Work Certified© for 2nd Consecutive Year

Great Place To Work. Certified JAN 2023–JAN 2024 USA

> I truly love my job and feel proud to work for Life Time.
>
> — Team Member Survey Response

| | |
|---|---|
| 81% | SAY LIFE TIME IS A GREAT PLACE TO WORK |
| 88% | SAY I'M PROUD TO TELL OTHERS I WORK HERE |
| 88% | SAY WHEN YOU JOIN THE COMPANY, YOU FEEL WELCOMED |
| 87% | SAY PEOPLE HERE ARE GIVEN A LOT OF RESPONSIBILITY |
| 87% | SAY OUR CUSTOMERS WOULD RATE SERVICE AS 'EXCELLENT' |
| 87% | SAY PEOPLE CARE ABOUT EACH OTHER HERE |

# Total Rewards

People are the heart of everything we do, and a Healthy Way of Life begins with our Team Member community. That's why our benefits are designed to support a total rewards wellness system that goes beyond pay and time off to include additional perks, education, and development opportunities.

### Financial Wellness

- Weekly pay with the flexibility to access earnings on demand through the DailyPay platform, which allows Team Members to track their wages, transfer funds directly to their bank accounts, and access financial wellness tools
- 401(k), Roth options, HSA, life insurance, and employee stock purchase program
- Life Time LIFTS grant program for employees in need of emergency financial assistance during unexpected financial crises or unforeseen personal hardships. Assistance is provided after natural disasters, car accidents, medical emergencies, diagnoses, treatments, and intimate-partner violence.

### Family & Caregiver Support

- Paid parental leave and bonding leave
- Kids program discounts
- Adoption assistance
- Up to $50,000 in lifetime coverage for infertility services. This new benefit in 2025 supports our broader effort to care for Team Members through every stage of their lives, including on their path to parenthood.

ADDITIONAL FULL-TIME BENEFITS

Medical, dental, vision, and life insurance

Employee Assistance Program (EAP) and short-term disability insurance

Annual, quarterly, or monthly incentives

Paid time off and personal celebration days

TELUS Health employee assistance programs and services

Personal Training, Pilates, LifeSpa, LifeCafe, LT Shop, and Kids Program Discounts

Signature club membership

LIFE TIME mind

- Mental wellness optimization and mindset coaching
- 1,392 appointments in 2025, including 649 leadership coaching sessions and 743 Team Member sessions
- Expanded MindCoach selection

> Working with LT Mind Coach has significantly strengthened my leadership behaviors and overall effectiveness. Through intentional coaching, I have developed a higher level of self-awareness, improved my communication, and learned practical tools that help me lead with clarity and confidence.
>
> — Team Member Survey Response

> I have absolutely loved using LT Mind. This program is invaluable. It's an incredible resource that Life Time is able to provide for their employees, especially at no cost to us. I look forward to my sessions and walk away feeling lighter and heard each time.
>
> — Team Member Survey Response

# Ongoing Education

## Leadership Development

Developing our people drives the growth of our company. From front-line Team Members to club and corporate leaders, we invest in tools, training, and experiences to build capability and advance careers. We identify and develop leaders who demonstrate drive, resilience, and a passion for growth, and we challenge our Team Members to push beyond their comfort levels and reach new heights. 73 percent of Lead Generals were promoted internally.

Communication is a core focus of leadership training. Life Time deployed the DISC assessment (Dominance, Influence, Steadiness, and Conscientiousness) to equip leaders and empower their teams to better understand communication styles, work preferences, and interactions with others so they can foster greater understanding of one another in their working relationships.



## Leadership Success Profiles

In 2025, Life Time developed a significant new leadership-development effort designed to establish a clear, standardized framework for evaluating and cultivating leadership excellence among Lead Generals, a highly coveted role in our clubs. The initiative defines a comprehensive competency model organized around three core skill domains: Thought, People, and Results.

FOUNDATIONAL LEADERSHIP TRAITS

Curiosity
Trust
Emotional Stability
Conscientiousness
Engagement
Social Awareness

These traits shape how knowledge is developed for the following skills and how these traits are expressed in practice: Business Acumen, Systems Thinking, Emotional Intelligence, Communication, Hospitality Leadership, Talent Management and Development, Accountability, Change Leadership, and Operational Planning and Prioritization.

Together, these competencies and traits form a unified success profile intended to enable consistent performance evaluation, target individual development, and provide robust succession planning across Life Time's club leadership. In 2025, the framework was researched and defined, aligned with organizational priorities, and prepared for broader implementation in 2026.

## New Role Certifications

Each core business offers job-specific certifications, providing a deeper knowledge of the skills needed for success.

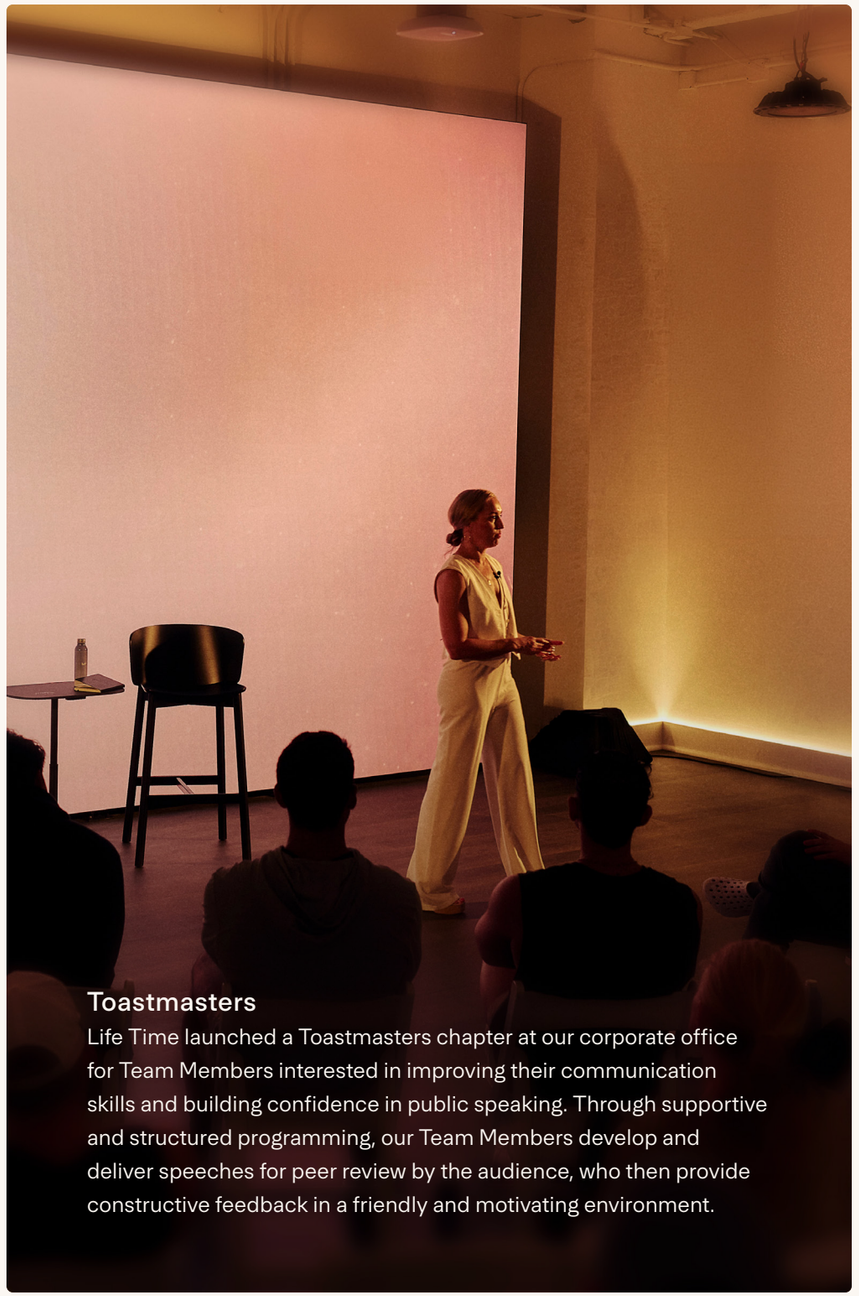
In 2025, we focused on driving performance among front-line Team Members. Our Education team designed and launched three enhanced certifications relevant to the specific skills and behaviors needed for even deeper role proficiency.

ENHANCED CERTIFICATIONS

Dynamic Personal Training
Pilates
Class Collection

Examples of the competencies covered through the new certifications include: performance and coaching standards, adaptability and problem-solving skills, communication and feedback, collaboration and decision making, and service quality and professionalism. After the new certifications were completed, participants received a survey in Learning Well to report on their satisfaction and preparedness, with the following key findings:

| | |
|---|---|
| 4.3/5 | OVERALL SATISFACTION WITH THE CERTIFICATION THEY COMPLETED |
| 4.3/5 | FEEL PREPARED AND CONFIDENT TO DO THE ROLE |
| 4.2/5 | FOUND THE CONTENT RELEVANT |



**Toastmasters**
Life Time launched a Toastmasters chapter at our corporate office for Team Members interested in improving their communication skills and building confidence in public speaking. Through supportive and structured programming, our Team Members develop and deliver speeches for peer review by the audience, who then provide constructive feedback in a friendly and motivating environment.

## Learning Well

Life Time offers a robust educational experience with thousands of courses available to help Team Members learn, grow, and develop. Easily accessible through an online portal, these courses allow Team Members to customize their learning to fit their personal interests and professional growth.

## LinkedIn Learning

To further their education and development on topics of interest, Team Members enjoy complimentary access to professional development content through LinkedIn Learning. Curated by experts in each topic, these courses allow learners to develop professional, technical, and creative skills at their own pace. In 2025, we saw the following learning outcomes:

- 18 average videos per viewer
- 725 courses completed
- 18,106 videos watched to completion
- 1 hour 35 minutes average watch time per viewer
- Top courses included themes in successful sales tactics, leadership development, conflict resolution, and investment education

## Annual Learning

Team Members complete a series of core competency learning modules designed to support the knowledge and skills essential to our organization's success. These mandatory modules are reviewed during each Team Member's initial onboarding and annually thereafter, addressing critical areas of organizational policy alignment:

- Information security awareness
- Child safety
- Harassment prevention
- Active threat response

We require this training consistent with our commitment to maintaining a safe, secure, and respectful workplace for both Team Members and the members we serve.

## Safety Training

We recognize the importance of investing in education and training to certify our Team Members to respond effectively during emergency situations. A critical group of employees is designated as our Safety Response Team and undergoes various safety-related trainings to help protect our members and guests. Safety preparedness actions, education, and certifications include training on the use of Automated External Defibrillators, and access to devices for sudden cardiac arrest and other related incidents, and more. These are lifesaving skills our Team Members carry with them and may rely on while out in their communities, reinforcing our commitment to community safety and outreach while making spaces feel welcoming for families, neighborhoods, schools, and more.

| | |
|---|---|
| 21K+ | LEARNING HOURS DEDICATED TO SAFETY THROUGH LEARNING WELL TH!NK SAFETY COURSE |
| 8.3K | LIFEGUARDS CERTIFIED THROUGH STARGUARD PROGRAMS |
| 13K+ | TEAM MEMBERS CERTIFIED IN PEDIATRIC FIRST AID, CPR, OR AED RESPONSE THROUGH THE AMERICAN RED CROSS |

# A Healthy Foundation

LIFE TIME FOUNDATION

At the heart of the Life Time Foundation's work are three interconnected pillars that create lasting impact and help future generations live healthier, happier lives.

The Foundation's goal is to ensure that every child in the United States has access to nourishing food, joyful movement, and a thriving natural environment. This vision comes to life in cafeterias, classrooms, microforests, biking trails, and communities across the country.

Throughout 2025, the Life Time Foundation expanded its impact by supporting schools with their lunch and physical education programming, creating outdoor learning spaces, restoring vast forests, and investing in programs that connect healthy food, active lifestyles, and nature as one healthy ecosystem.









# Youth Nutrition

Since its inception in 2010, the Life Time Foundation has been focused on supporting a key daily opportunity for a healthy meal — the school lunch — by providing training and equipment to schools and supporting ongoing conversations around systemic changes in the food system.

## Green Onion

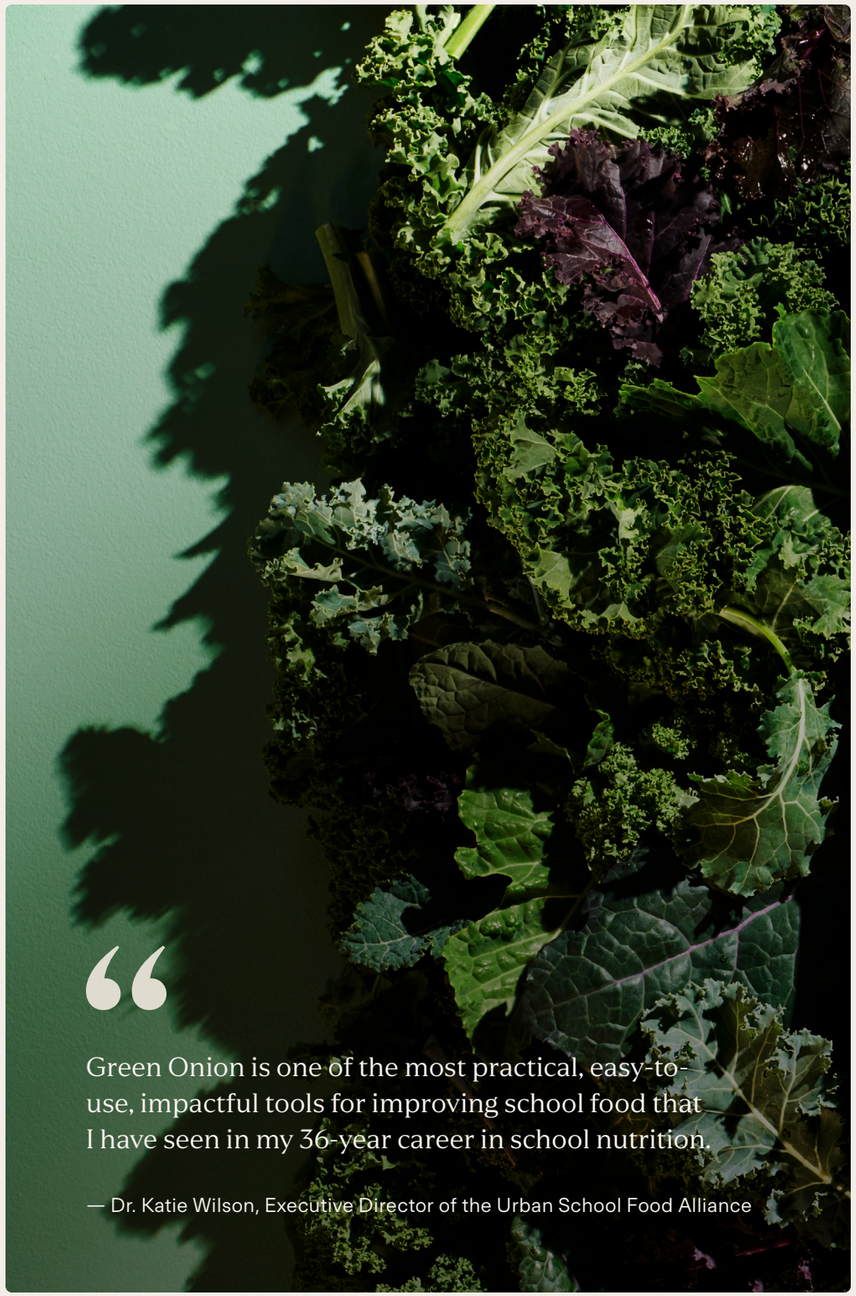
In addition to this support, Life Time Foundation created Green Onion. This free digital nutrition software platform helps school districts, purchasing cooperatives, and food manufacturers analyze K–12 food products, identify ingredients of concern in school food menus, and discover healthier alternatives to build more wholesome and nutritious meals. In 2025, Green Onion helped 238 new school districts, representing 3 million students, connect with healthier food alternatives.

## ScratchWorks

Recognizing scratch cooking as the next step in school food reform, the Life Time Foundation proudly supports ScratchWorks, a collective of school food professionals and nonprofit organizations dedicated to helping school districts prepare meals from scratch using clean, whole, fresh ingredients that fuel students' health and educational success.

Through the Life Time Foundation's continued investment in ScratchWorks, this May we helped convene 105 food service professionals from 80 school districts nationwide in Minneapolis — a founding ScratchWorks district — for the program's second annual Gathering. The ScratchWorks Gathering brought three days of sessions and shared learning on scratch-cooking best practices to help nourish students for their educational success, health, and overall well-being.

In 2025, the Foundation awarded more than $60,000 to ScratchWorks, funded the launch of the program's first regional workshop series in Phoenix, and delivered hands-on culinary training and peer-to-peer learning to 19 participants from eight school districts — support that will ultimately benefit approximately 150,000 students.





### All Kids Bike

In 2025, the Life Time Foundation provided a $99,000 grant to All Kids Bike, a program that provides bikes, equipment, and lesson plans to teach kindergarten students how to ride. The funding allowed All Kids Bike to partner with 11 schools in the communities where Life Time members and Team Members live, work, and play.

**700 students have the opportunity to learn how to ride a bike each year.**

Life Time Foundation

# Youth Movement

The Life Time Foundation also provides children with access to equipment and education to support youth movement and healthy lifestyles. Biking is one of the ways the Foundation helps children get outside, build confidence, and engage in healthy movement.

## Chequamegon Area Mountain Bike Association (CAMBA)

Bringing movement beyond the classroom and into the outdoors, the Life Time Foundation awarded CAMBA a Get Kids Moving Grant in 2025, providing 60 children across Wisconsin counties with free access to CAMBA's Kids Adventure Mountain Biking Camp. Through the camp, participants learned mountain biking skills, built community, and gained confidence.

## National Interscholastic Cycling Association

Extending the skills and confidence developed through programs like All Kids Bike and CAMBA, the Life Time Foundation piloted its Generation in Motion program in 2025. This race featured five parent-student teams competing in the Short and Fat Bike races at the Chequamegon Mountain Bike Festival. The program also gave area youth the opportunity to race alongside Life Time Grand Prix athletes while raising money for their local mountain biking teams.

# Healthy Planet

From Seattle's smallest schoolyard to the Sierra Nevada forest, the Life Time Foundation has invested in creating healthy, sustainable environments for future generations.

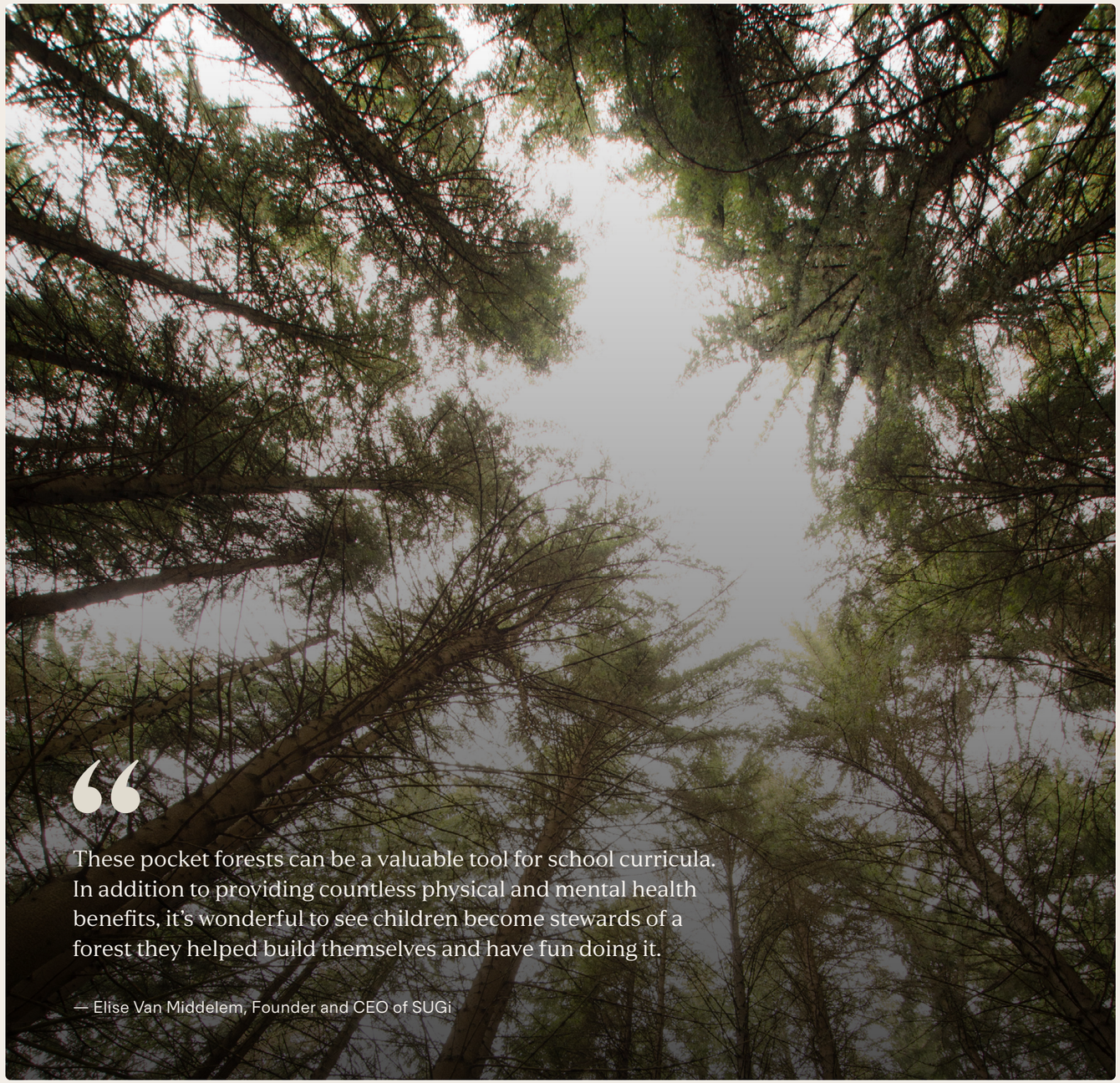
## Urban Canopy

This year, the Foundation partnered with SUGi Forests to establish Miyawaki forests on school and education center campuses in Seattle, Detroit, Phoenix, and the Bronx.

## Forest Restoration

In honor of Earth Month in April 2025, the Life Time Foundation partnered with American Forests, the nation's oldest nonprofit conservation organization dedicated to restoring and protecting healthy forest ecosystems. The Foundation donated $300,000 to support the planting of more than 100,000 climate-resilient trees within the Rim Fire scar in California's Sierra Nevada. This 250,000-acre landscape was severely impacted by wildfire and remains in critical need of ecological restoration.

| | |
|---|---|
| 5K+ | TREES PLANTED |
| 144 | NATIVE TREE SPECIES REPRESENTED |
| 1.7K | STUDENTS THAT GAINED ACCESS TO OUTDOOR LEARNING |



> Trees clean our air and water, they cool our cities, and even help reduce stress and anxiety. Planting trees and protecting forests isn't just good for the planet. It's essential for our health and our future.
>
> — Valeria La Rosa, Program Director for the Life Time Foundation

# HEALTHY PLANET

# Stewarding for Our Community

Being a good steward in the communities we serve means recognizing the long-lasting impact our decisions may have on the future of our neighborhoods, planet, and generations to come. Our commitment to sustainability is bigger than our business. It creates a legacy. Every effort we make to reduce waste, conserve precious resources, and revitalize our environment is undertaken with this care in mind.



# Climate Risk Assessment

In 2025, we completed our second Climate Risk Assessment to further deepen and advance our understanding of how the changing climate may affect our business, our communities, and the places we call home. The assessment identified heat stress and drought as our most material physical risks due to our geographically diverse footprint and water-intensive amenities, such as pools, landscaping, showers, laundry, and HVAC systems.

We also integrated climate risk considerations into our Enterprise Risk Management process as an aspect of our long-term planning, capital investments, and operational decisions. Our goal is to address the greatest climate risks and opportunities for our business as we prioritize resources for growth in a changing climate.

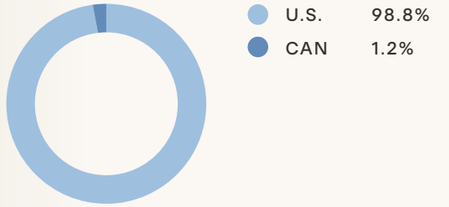
# Energy & GHG Emissions

Life Time continued building a long-term decarbonization roadmap aimed at achieving a 50 percent reduction in greenhouse gas (GHG) intensity (per square foot) by 2032. The roadmap is anchored in scalable actions for long-term transformation, facility and energy-efficiency upgrades, and operational improvements that drive progress while preserving operational reliability, member comfort, and long-term asset value. We will continue to scale these efforts across our growing portfolio.

DECARBONIZATION PILLARS

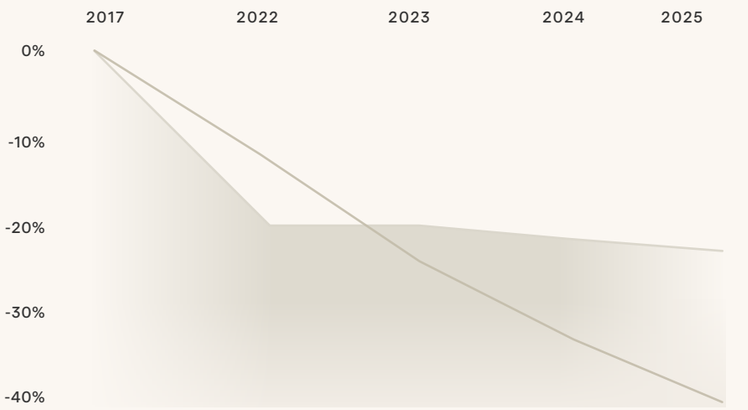
- Operational Efficiency
- New Club Design
- Renewable Energy
- Building Electrification

## GHG by Country




| TOTAL EMISSIONS | MTC02E |
|---|---|
| Scope 1 | 122,957 |
| Scope 2 (location based) | 156,132 |
| Scope 2 (market based) | 141,942 |

## Emissions Intensity Reduction




*The 2017 base-year GHG inventory was recalculated in accordance with the WRI GHG Protocol Corporate Standard. As a result of added square footage at purchased facilities since Life Time's base year, Life Time saw a cumulative change in its base year emissions by greater than 5 percent. Therefore, under the WRI GHG Protocol Corporate Standard, scope 1 and 2 emissions were recalculated.*

# Operational Efficiency

Life Time launched a two-year initiative to upgrade primary **Building Automation System (BAS) controllers at 50 sites,** replacing obsolete hardware to improve comfort, enable more precise scheduling and controls, and establish a platform for future analytics and optimization. We also invested in targeted recommissioning, controls optimization, and equipment upgrades that improve system performance while enhancing comfort and reliability for our members and Team Members.

## Condenser Water Bypass Loop & Heat Decoupling

OAK BROOK, ILLINOIS

During colder months, water routed to the outdoor cooling tower resulted in unnecessary thermal loss, requiring additional natural gas to reheat the building's water loop, increasing winter energy consumption and facility carbon emissions.

**ACTIONS**

- ✓ Installed a system to establish a condenser water bypass loop
- ✓ Integrated the new bypass valve and cooling tower controls into the centralized BAS
- ✓ Resequenced boiler controls to align with the automated bypass loop, maximizing overall system efficiency and eliminating unnecessary fuel burn

**20%** reduction in natural gas usage during the first winter season, mitigating freeze risk and extending equipment life

Real-time monitoring and temperature-automated dynamic response

## LED Lighting Retrofit

PEACHTREE, GEORGIA

To reduce energy consumption and operational costs, optimize outdoor court lighting for extended evening play, and modernize an aging lighting system, we executed a comprehensive LED retrofit project.

**ACTIONS**

- ✓ Replaced 220 metal halide fixtures
- ✓ Added 160 high-efficiency LED units

**19%** reduction in electricity use while improving lighting levels

## Ductwork Repairs

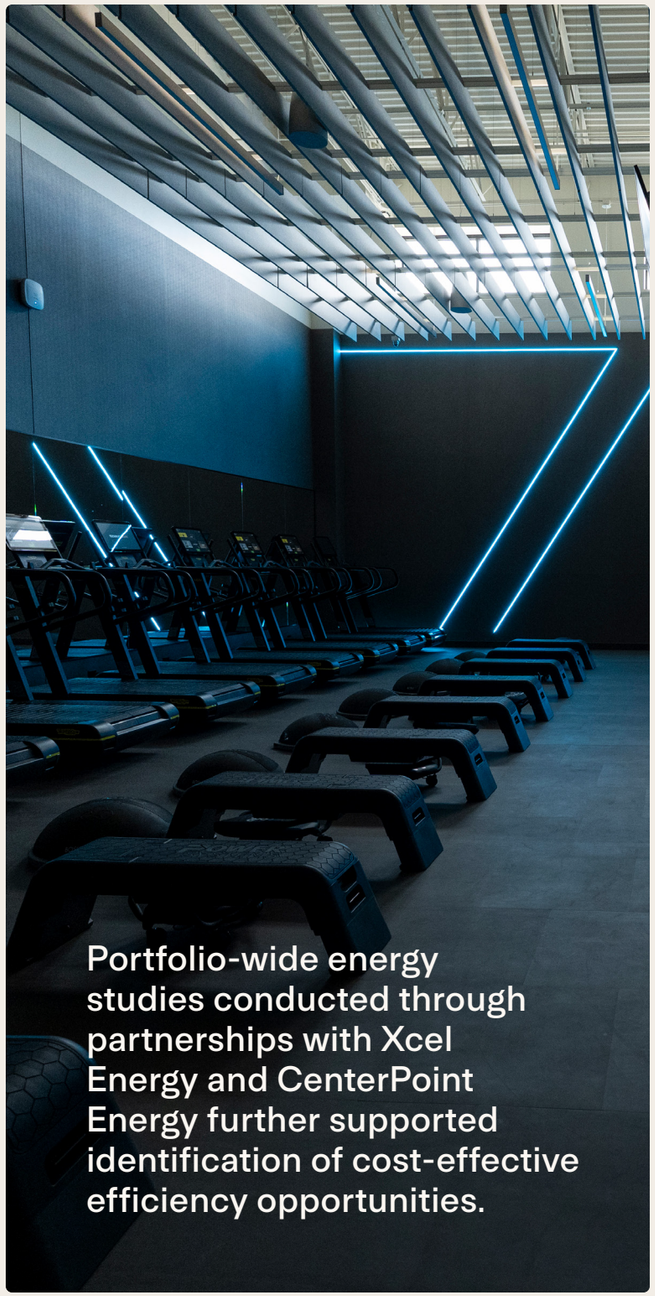
EDINA, MINNESOTA

During a recent recommissioning effort, we identified supply-air leakage within the ductwork that was compromising system performance. In partnership with a specialized vendor, we executed a comprehensive sealing project validated by rigorous pre- and post-work testing.

**ACTIONS**

- ✓ Pre-installation duct-leakage testing and airflow measurements
- ✓ Identification of underperforming ductwork and leakage points
- ✓ Repair or replacement of damaged ductwork and sealing of leaks
- ✓ Post-installation testing to verify results

**85%** reduction in supply-air leakage with optimized equipment performance for energy savings and long-term mechanical integrity



# New Club Design

Early in the new club design process, Life Time embeds efficiency and decarbonization actions that lock in high-performance standards from day one and help avoid costly retrofits in the future.

We aim to enroll all new clubs in Energy Design Assistance Programs that partner with local utilities and independent engineering firms.

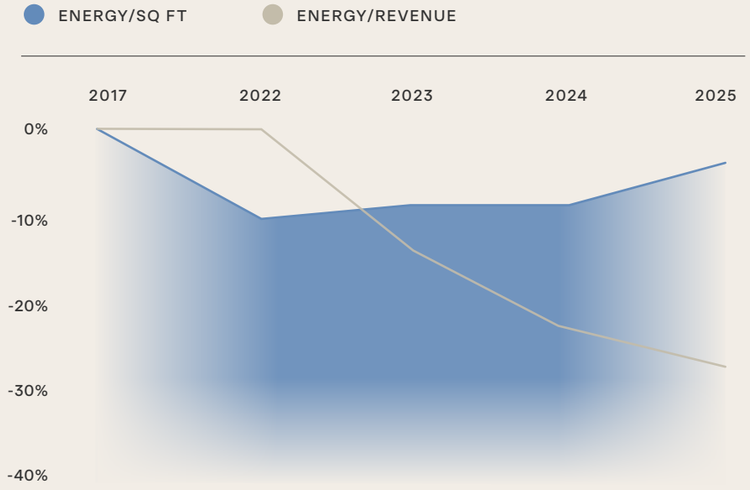
These collaborations allow us to optimize mechanical systems, building envelopes, and controls prior to construction to help ensure consistent, high-efficiency performance across new developments and lower lifecycle carbon intensity.




# Renewable Energy

A greater use of renewable energy resources to reduce dependence on fossil fuels represents an important shift toward long-term innovation and sustainability at Life Time. We are advancing a multiyear strategy to strengthen our energy resilience, reduce Scope 2 emissions, and mitigate long-term exposure to energy cost volatility. Our approach prioritizes thoughtful integration of onsite renewable generation and storage, particularly at high-load facilities and during the early stages of development, where economic and operational benefits are greatest.

## Energy Intensity Reduction




## Solar Thermal System

FOLSOM, CALIFORNIA

In 2025, we recommissioned a solar thermal system on the rooftop. This system differs from traditional photovoltaic systems in that it doesn't generate electricity. Instead, it captures concentrated solar energy to heat the club's water supply.

### ACTIONS

- ✓ Recommissioned a solar thermal system
- ✓ Integrated domestic hot water and pool heating boiler loops to create larger thermal heat sink
- ✓ Stabilized system performance
- ✓ Added pump controls and sensors to integrate the system into the BAS

**20%** reduction in natural gas consumption while restoring long-term reliability

# Building Electrification

Building electrification represents a long-term lever in our decarbonization strategy as utility grids continue to decarbonize and jurisdictions expand electrification requirements. Life Time is evaluating electrification opportunities across both new and existing clubs, with a focus on system readiness, electrical capacity, and cold-climate performance. This work is designed to position our facilities for evolving regulatory and grid conditions, while ensuring reliability in the demanding operating environments of large, amenity-heavy athletic clubs.

## Cold-Climate Heat Pump

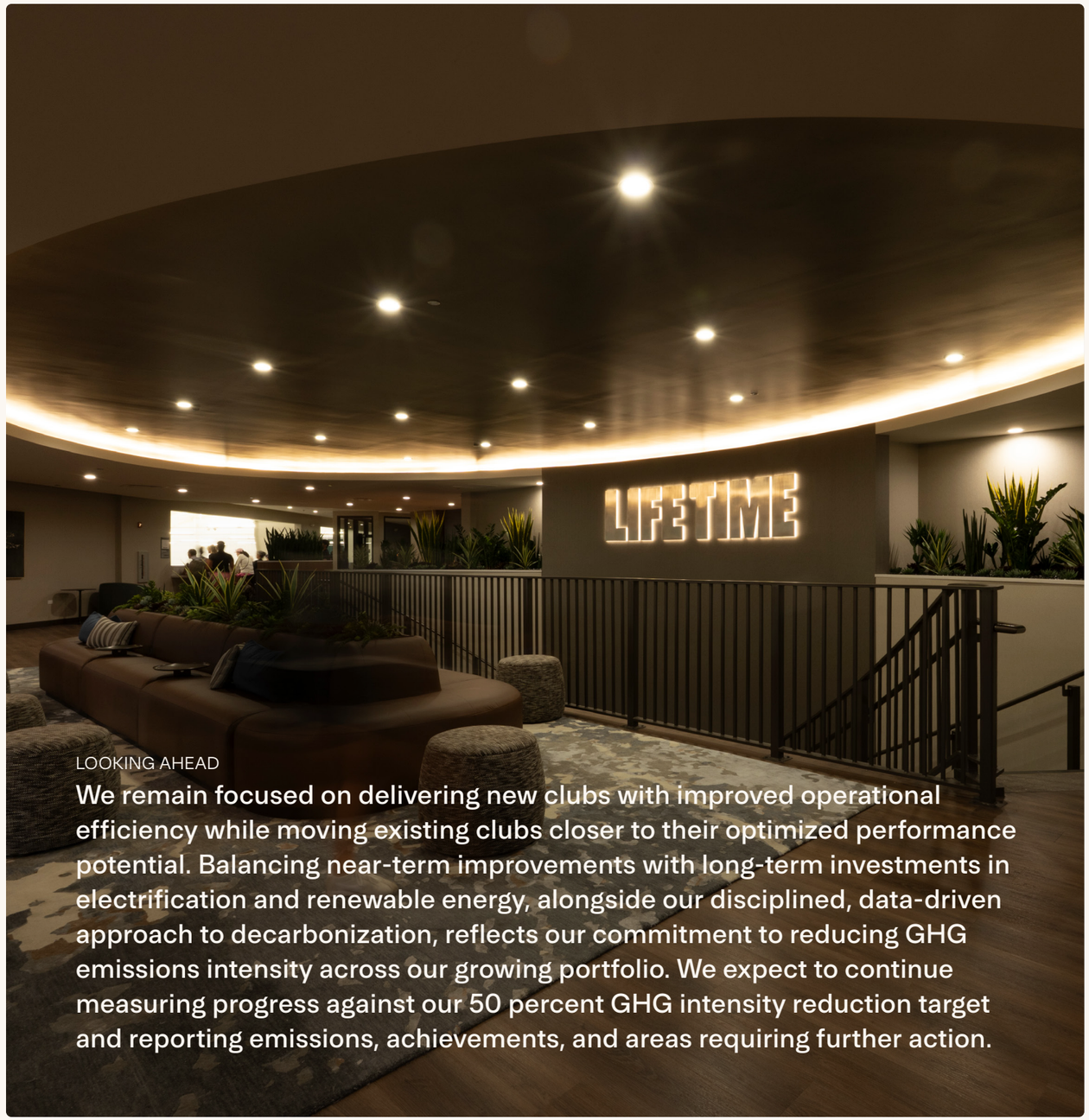
CHANHASSEN, MINNESOTA

In November 2025, Life Time installed a prototype cold-climate heat pump rooftop unit (RTU) at this site through participation in the U.S. Department of Energy Commercial Building HVAC Technology Accelerator, reinforcing our role as a longstanding DOE partner. Located adjacent to our corporate headquarters, the club serves as a real-world testing environment for next-generation building decarbonization technologies.

**ACTIONS**

- ✓ Rigorous monitoring of the RTU's performance during Minnesota winters, assessing heating capacity and efficiency under extreme conditions
- ✓ Capturing detailed operational data related to preventive maintenance cycles and system controls
- ✓ Working with environmental partners to deploy advanced metering that delivers high-fidelity, real-time analytics

Insights will inform future electrification pathways across the Life Time portfolio




LOOKING AHEAD

We remain focused on delivering new clubs with improved operational efficiency while moving existing clubs closer to their optimized performance potential. Balancing near-term improvements with long-term investments in electrification and renewable energy, alongside our disciplined, data-driven approach to decarbonization, reflects our commitment to reducing GHG emissions intensity across our growing portfolio. We expect to continue measuring progress against our 50 percent GHG intensity reduction target and reporting emissions, achievements, and areas requiring further action.

# Water Stewardship

Life Time manages over 50 million gallons of water in nearly 1,000 water vessels every day. Our use and management of this important resource is a key operational priority.

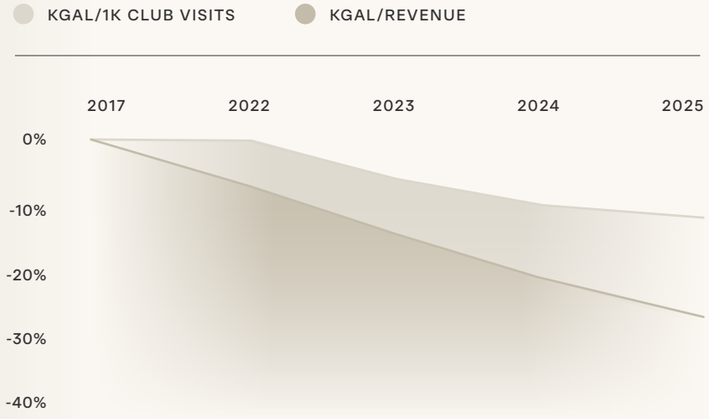
As a large athletic and wellness facility, Life Time's portfolio of clubs includes amenities such as pools, spas, showers, laundry, cooling systems, irrigation, and other services that drive water demand. A portion of this portfolio is classified as high or extremely high water-stress regions under the World Resources Institute's (WRI) Aqueduct Water Risk Atlas. Drought was also identified as a primary risk factor in Life Time's climate risk assessment, reinforcing the importance of proactive water conservation.

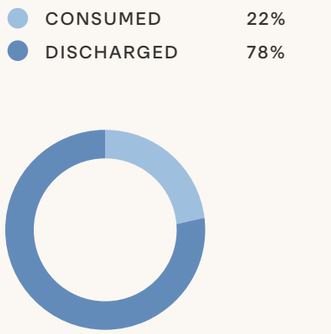
Life Time locations in high and extremely high water-stress regions, as identified by WRI Aqueduct, are in Arizona, California, Nevada, Colorado, Texas, and Utah. We have undertaken water initiatives designed to reduce withdrawals and consumption in the regions where water supply constraints pose the greatest operational and environmental risks.

WATER STEWARDSHIP INITIATIVES

**Drought-adaptive landscaping**
**Regenerative filtration systems**
**Automated leak detection**
**Fixture optimization programs**

## Water Intensity Reduction




Because water demand varies based on facility size, amenity mix, climate, irrigation needs, and member traffic, Life Time tracks water usage across our clubs to better understand consumption patterns, identify high-impact efficiency opportunities, and prioritize operational improvements. Life Time evaluates both absolute water use and intensity-based indicators to assess performance over time. These metrics help Life Time evaluate where conservation measures are having the greatest impact and where additional focus may be needed, particularly in clubs located in water-stressed regions. We continue to refine our measurement approach to support more consistent water reporting and stronger decision-making across the portfolio.



# Landscaping & Irrigation

We're focused on transitioning club landscapes to lower-water alternatives, especially in drought-prone regions. These efforts prioritize reducing irrigation demand while maintaining outdoor spaces that are functional, welcoming, and aligned with our premium member experience. By modernizing landscape design and irrigation practices, Life Time aims to reduce water use without compromising the usability or quality of outdoor areas.

## Multiyear Turf Removal

ROSEVILLE, CALIFORNIA

Life Time continued a multiyear turf removal initiative this year with support from a local rebate partnership. The Roseville project serves as a model for how strategic landscape investments can deliver water savings while enhancing long-term site resilience.

**ACTIONS**

- ✓ Partnership with City of Roseville
- ✓ Removed 10,000 square feet in 2025
- ✓ Reduced irrigation requirements
- ✓ Preserved an inviting outdoor environment for members and Team Members to enjoy

**$15,000 rebate with savings of more than 500,000 gallons of water per year when turf grass is converted**

## Landscape Irrigation Transition to Nonpotable Water Sources

Within our new club designs, we advanced our commitment to resource conservation through landscape transitions, such as reclaimed water, that significantly decrease our reliance on municipal drinking water and enhance our climate resilience during periods of drought. Clubs that transitioned landscape irrigation to nonpotable water sources included Otay Ranch, CA, Cary, NC, Winter Park, FL, Ocotillo, AZ, and Sarasota, FL.

**Reduces corporate water utility expenditures while minimizing the energy required for municipal water treatment, which lowers our direct carbon footprint.**

Life Time will continue evaluating opportunities to apply similar landscaping strategies in other water-stressed markets with a focus on site-level conditions, local requirements, member-use patterns, and the availability of drought-adapted landscaping alternatives.

## Science-Backed Stormwater Innovation

RALEIGH, NORTH CAROLINA

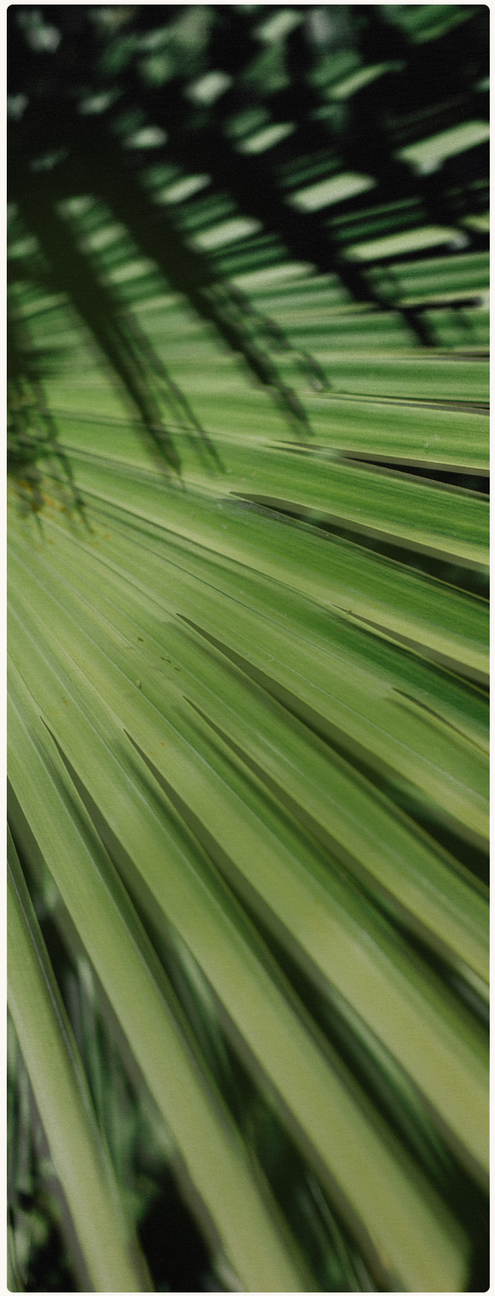
As part of our commitment to environmental stewardship and responsible development, we partnered with researchers in the Department of Biological and Agricultural Engineering at North Carolina State University to study how our new club development affects local water quality. This research helps us meet or exceed local zoning or conservation requirements with actions designed to support community health.

**ACTIONS**

- ✓ Installed a complex, natural-layered stormwater treatment system
- ✓ Added filtration gardens
- ✓ Constructed a wetland
- ✓ Created an oversized retention pond that captures and naturally filters stormwater runoff before it reaches the watershed and underground reservoirs

**Our treated stormwater met or exceeded the region's strict nitrogen and phosphorus pollution standards, helping protect the downstream watershed and aquatic ecosystems.**

The study also revealed an important industry insight. While limiting paved surfaces is important, so is the effect of soil disruption during construction on runoff and pollution. This finding is shaping how we approach future projects, ensuring we account for total environmental impact, not just the impact of hard surfaces.



# Pools & Aquatic Facilities

While our pools and aquatic amenities represent a major portion of water use across our facilities, they create important spaces for generations to come together in moments of joy and connection as a community. Water brings people of all generations together, offering a space where parents teach, grandparents cheer, kids play, and friendships form through cannonball contests, swim lessons, or pool aerobics. Beyond the splash-worthy fun, these spaces help kids develop lifelong skills, confidence, and a love of movement while giving families a place to create meaningful memories.

In 2025, Life Time continued modernizing pool operations through equipment upgrades, improved monitoring, and more efficient maintenance practices. These initiatives are intended to reduce avoidable water loss, improve system performance, and support reliable aquatic operations.

## Upgraded Pool Controllers

Life Time now has upgraded pool controllers across more than 40 clubs that enable automated monitoring of water levels, flow rates, and system performance. These smart controllers provide real-time visibility into pool operations, allowing facility teams to identify irregularities, such as leaks, overflows, or pressure drops, more quickly.

ACTIONS

- ✓ Upgraded 5 additional clubs in 2025, bringing the total to 42 locations and 126 controllers
- ✓ Supported early leak detection to help prevent water loss
- ✓ Optimized circulation schedules based on actual demand rather than fixed run times
- ✓ Improved overall operational control

While we are building analytics and reporting to quantify efficiency gains from our pool controller upgrades, we believe these improvements can reduce unnecessary water movement, limit avoidable water loss, and improve associated energy efficiency.

## Regenerative Filters Rollout

In 2025, Life Time expanded the use of regenerative filtration systems across various aquatic facilities. Unlike traditional sand filters, regenerative filters use reusable media that require significantly less water to clean and may result in lower backwash water demand, improved water clarity, and improved filtration performance.

ACTIONS

- ✓ Reusable media require less water to clean
- ✓ Lowers backwash water demand
- ✓ Maintains or improves water clarity
- ✓ Enhances filtration performance

Extending filter life cycles and reducing water discharged during maintenance help lower total water consumption across pools and spas while supporting more efficient facility operations with reduced frequency and intensity of routine filtration maintenance.

## Enhanced Leak Detection & Rapid Response

Beyond equipment upgrades, Life Time also deploys advanced detection systems to identify leaks throughout aquatic infrastructure, including pools, plumbing, and associated mechanical systems.

ACTIONS

- ✓ Shortens detection times and alerts teams to anomalies early
- ✓ Enables faster response and repair before disruptions
- ✓ Reduces long-term water waste
- ✓ Extends asset life
- ✓ Lowers repair-related downtime

Avoiding preventable water loss supports both operational resilience and responsible resource stewardship, which is particularly important in water-stressed regions.

## Cold Plunge Systems Redesign

Life Time has expanded our recovery offerings and amenities over the past few years to help members repair, adapt, and become stronger after physical activity or other stress. When our members and Team Members prioritize rest and recovery, they can better reduce the risk of injury while initiating repair and muscle growth. As cold plunge pools have grown in popularity for their recovery benefits, Life Time has focused on improving the efficiency of our 104 locations that currently provide these increasingly valued amenities.

ACTIONS

- ✓ Transitioned from a single, large condensing unit to a dual-unit configuration that adjusts output based on demand
- ✓ Scaled cooling capacity more precisely to actual usage
- ✓ Reduced excessive cycling

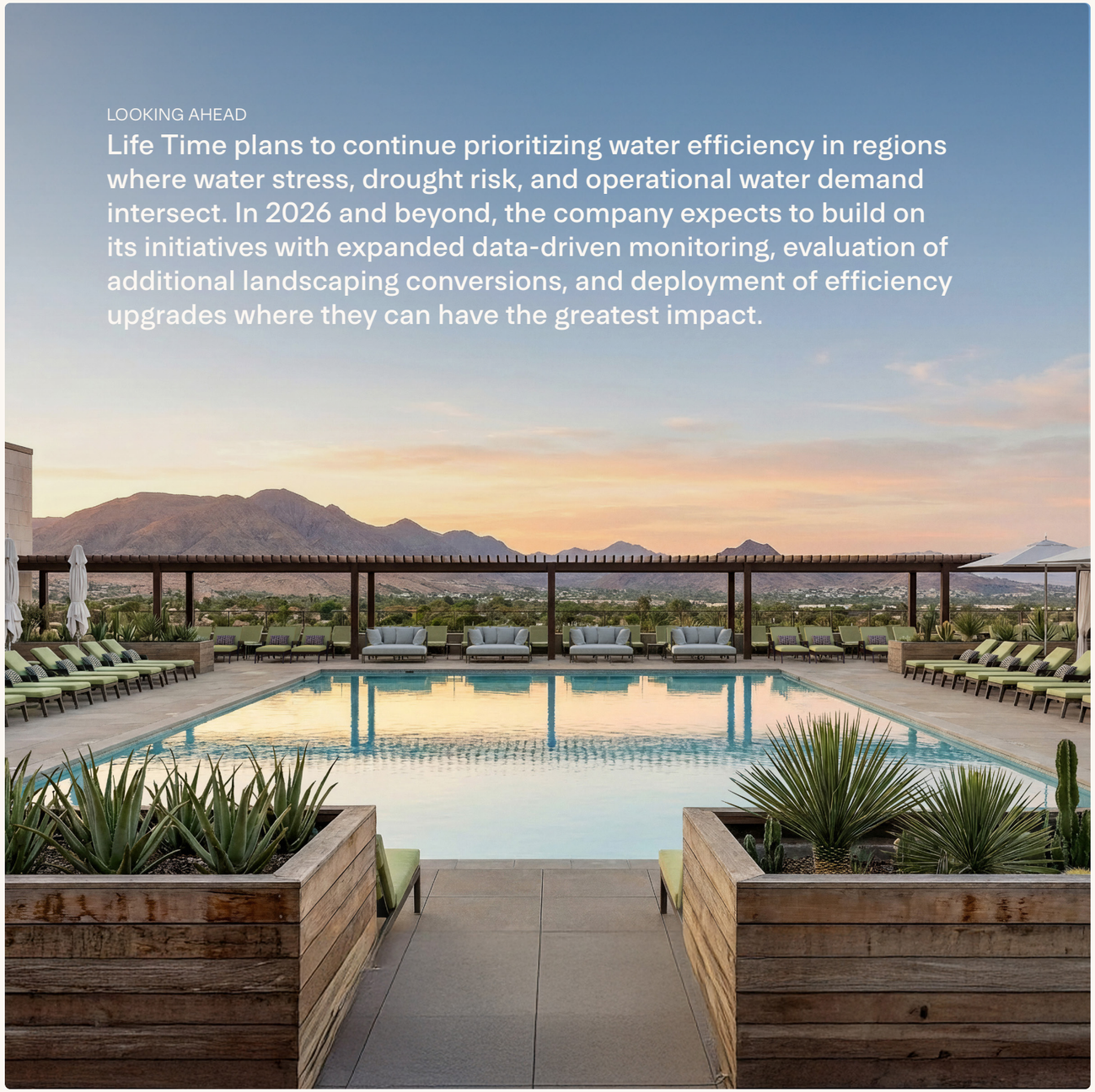
Improved temperature stability and responsiveness during high-use periods enhances reliability and supports more efficient water and energy management.

# Fixture & Usage Optimization

Every drop of water holds value, and optimizing water fixtures throughout our clubs is one way we honor both the communities we serve and the natural resources we share. Life Time continues advancing club-wide fixture and usage optimization initiatives focused on reducing water use without compromising health, safety, comfort, or the member experience.

These efforts include evaluating shower-fixture flow rates, adjusting temperature and timing settings, and refining operational practices to better align water use with actual demand. Facility teams are also reviewing maintenance and cleaning protocols to identify additional opportunities for efficiency gains.

Together, these measures help ensure water is used intentionally and efficiently across clubs, supporting conservation goals while maintaining the standards members expect. These improvements may happen behind the scenes, but their collective impact helps reduce the strain on local water supplies. It's a reminder that caring for people's health also means caring for the resources that support us all.



# Waste Management

One of the most recognizable ways we can positively impact the planet is through waste reduction and management. Every item reused, recycled, composted, or kept out of a landfill helps conserve natural resources, reduce greenhouse gas emissions, and may lessen pollution. Through the redistribution of food and striving for zero-waste athletic events, Life Time innovates and implements creative programs to minimize waste where possible.




## Reducing Waste Within Our Clubs

Hydration is an important part of performance, recovery, and general well-being. Providing convenient, refillable water stations throughout our clubs not only makes it easier for our members and Team Members to remain hydrated, but it also helps reduce single-use plastic use in our communities. In 2021, Life Time transitioned away from offering plastic water bottles in our LifeCafe coolers and instead provided our own branded aluminum water bottles for purchase. The shift has resulted in more than a million plastic water bottles being diverted from landfills annually.

## Extending the Value of Fitness Equipment

Our cutting-edge fitness equipment helps people live healthier, happier lives, and that purpose doesn't have to end after a piece of equipment is used in one location. By repairing, refurbishing, reusing, reselling, or responsibly recycling equipment, we extend its value beyond our clubs and reduce unnecessary waste. We also sell or donate equipment from clubs to local schools, police departments, fire stations, or nonprofits, so that it may continue to have a positive impact and serve people in our communities for as long as possible. If the equipment is beyond its useful life, we dedicate its parts to a useful inventory collection for repairs or scrap the equipment for reuse in other ways.








# Diverting Operational Waste

Behind the scenes at every club, countless systems work to keep the air clean and temperature controlled. Air filters are essential for maintaining comfort in our spaces, and traditional cardboard varieties can take up significant landfill space when discarded in large quantities. Through a six-year partnership with BFC Solutions for commercial HVAC filters, we have transitioned to boxless filter systems that replace traditional single-use, cardboard-framed filters with reusable metal racks fitted with replaceable filter media. In 2025 alone, this program accounted for more than 189,000 equivalent filters and more than 28 tons of cardboard diverted from landfills. Eliminating single-use packaging at scale advances our broader resource-efficiency and waste-reduction goals while maintaining superior air quality.

## Reducing LifeCafe Waste

LifeCafe continues to be a leading example of waste-reduction efforts throughout our clubs. Many of the products purchased within our cafes leave our clubs with members on the go, so we are continuing to make progress toward the use of compostable and recyclable to-go containers. Moreover, as we invest in creating better in-house dining experiences within our clubs, we have begun transitioning from disposable to reusable dinnerware. This initiative both improves our offerings and reduces the waste that results from the food we serve.

In 2025, new clubs implemented reusable dinnerware at LifeCafe, and many mature locations have also made the switch.

## Donating to Community Kitchens

We donate food to help community organizations serve healthy, nutritious items to those in need. When possible, we provide grab-and-go meals, whole-ingredient snacks, and post-event nutrition to local organizations. Not only does this provide nourishment to the communities we serve, but it also reduces food waste in those neighborhoods.

This year, at our Burlington, MA location, healthy food and prepared meals donated from LifeCafe served 288 homes in the local community. An additional partnership with Feeding America also helped Life Time donate more than 1,150 pounds of food to People Helping People, a local nonprofit supporting needs directly within the Burlington area.

# Working Toward Zero-Waste Events

Our athletic events connect people with movement and the outdoors, creating memorable moments of challenge, perseverance, and joy. Many of our events are held in the parks, trails, and lakes of natural and urban spaces that are treasured by their communities. With strategic partnerships, Life Time prioritizes waste reduction and diversion and responsible management of materials in the cities or regions in which we hold events.

### Life Time Miami Marathon & Half

Life Time leads diversion efforts through donation and reuse initiatives at both of these races and the 305 Half Marathon.

- Unused food is donated through Food Rescue U.S. South Florida, providing meals while preventing food waste.
- Discarded clothing and participant race shirts that runners opt out of receiving are collected at the starting line or throughout the course and donated to local organizations.
- Used tennis shoes are recycled or reused through Sneaker Impact.
- Recycling partnerships support large-scale diversion reporting and materials recovery, helping shift waste from landfills to reuse and recycling streams.

### Leadville Race Series

Life Time partners with Cloud City Conservation Center to staff and deploy zero-waste stations across all aid and event hubs, and we capture compost, recycling, landfill waste, and nutrition wrappers through an additional partnership with TerraCycle.

Source-reduction measures further strengthen these outcomes. In our Leadville Race Series, we have removed the use of disposable cups across our run events, replacing them with reusable cups along the course. Aid station food is served in bulk by vendors required to use certified compostable packaging. Our athletes, crews, and spectators are also held to Leave No Trace commitments, and we consistently review initiatives to further prevent litter and resource degradation. Overall, we aspire to a zero-waste model for our endurance sports.

| | |
|---|---|
| >75% | RACE-DAY WASTE DIVERTED FROM LANDFILLS |
| 11K+ | POUNDS OF MATERIAL COMPOSTED/ RECYCLED IN ONE SEASON |
| 80% | LONG-TERM DIVERSION GOAL ACROSS ALL LEADVILLE EVENTS |
| 36K | DISPOSABLE CUPS ELIMINATED FROM ANNUAL RUN EVENTS |



# HEALTHY PRINCIPLES

> Our commitment to Healthy People, a Healthy Planet, and a Healthy Way of Life extends beyond our walls and into the communities we serve, inspiring actions that support long-term well-being. By holding ourselves accountable and leading with purpose, we strive to create lasting impact for current and future generations.
>
> — Bahram Akradi, CEO & Founder of Life Time

# Guiding Principles for Our Community



For over 30 years, we have operated with a steadfast commitment to upholding a culture of care that ensures our Team Members are welcomed, supported, respected, recognized, and empowered; operating in ways that protect the health of our communities and planet; and ensuring Life Time continues to be one of the most trusted and loved premium healthy lifestyle and leisure brands. We believe that health and happiness are strengthened by the people around us, the planet we steward, and the principles our company holds high. That approach is woven into our ESG framework — Healthy People, Healthy Planet, and Healthy Principles — with governance driving accountability, transparency, and integrity across our operations.

We are committed to strong governance and ethical business practices. Our Code of Business Conduct and Ethics defines our values, and our diverse Board of Directors sets high standards for our senior leaders and Team Members to conduct business with integrity. As the “Healthy Way of Life” company, we believe that doing the right thing serves as a foundation for making a positive impact on the health of our members, Team Members, and communities.

# Leadership Structure

Our corporate responsibility initiatives are led by the Company's senior leadership team, supported by a cross-functional team, and overseen by our Nominating and Corporate Governance Committee.

Our business and affairs are managed by our Board of Directors, which has 12 members as of June 30, 2026. Our Board also oversees the risk management of our business. We have adopted Corporate Governance Guidelines in accordance with the corporate governance rules of the NYSE, which serve as a flexible framework within which the Board and its committees operate. These guidelines cover a number of areas, including the size and composition of the Board, Board membership criteria and director qualifications, director responsibilities, Board leadership, executive sessions, standing Board committees, communications with the Board, succession planning, and risk management.

The Nominating and Corporate Governance Committee of our Board is responsible for identifying individuals qualified to become members of the Board consistent with the criteria approved by the Board, ensuring that the Board has the requisite expertise and its members have sufficiently diverse and independent backgrounds, including persons with a reputation for and record of personal and professional integrity, ethics, and values; experience in corporate management or as a board member of other publicly held companies; professional and academic experience relevant to our industry; strength of leadership, advisory skills, and business judgment; experience in capital markets and growing businesses; time to devote to Board service; diversity of background and perspective; and relevant policy considerations. The Board also monitors the mix of specific experience, diversity, qualifications and skills of its directors in order that the Board, as a whole, has the necessary tools to perform its oversight function effectively.

## Committees

Our Board has assigned certain of its responsibilities to permanent committees consisting of directors appointed by it. The Board has an Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee, and Capital Allocation Committee. The Board has adopted a written charter for each of these committees under which they operate. For further information on our Board oversight and composition, see our 2026 Proxy Statement and Corporate Governance Guidelines.

## Leadership Refreshment

We are committed to board refreshment to ensure that our Board has members who bring expert, fresh, and diverse perspectives. The Board demonstrated this commitment in April 2025 by electing Jennifer Pomerantz as a new independent director. Our Board is now benefiting from Ms. Pomerantz's strategic, financial, and operational leadership and governance expertise, as well as her extensive experience in leading a global public equities portfolio, founding and scaling a consumer business, and serving as a director on numerous public company board committees. Ms. Pomerantz now serves on the Audit Committee as a financial expert and as Chair of the Nominating and Corporate Governance Committee.

# Ethics, Integrity & Accountability

## Code of Business Conduct & Ethics

At Life Time, integrity is an expectation. We are dedicated to conducting business honestly, ethically, and in accordance with all laws, rules, and regulations applicable to our business. Our Code of Business Conduct and Ethics sets forth our expectations for all persons working on behalf of Life Time, including all of our directors, officers, and Team Members. Our Code addresses numerous important areas, including anticorruption and antibribery, fair dealing, insider trading, environment, health and safety, employment practices, protection and use of company assets and information, conflicts of interest, and corporate compliance. Our Team Members receive annual training on the topics reflected in our Code of Conduct, including security awareness, antidiscrimination, and workplace safety. Violations carry consequences, which can include termination or Board removal, and any waiver of our Code for directors or executive officers requires Board approval and public disclosure.

A culture of integrity depends on people feeling safe to speak up. We provide support in various forms to report any potential violations of conduct, including contacting a supervisor, the Legal Department, or Employee Relations, or using an anonymous 24/7 Team Member Hotline phone number and email address. We provide hotline reporting data to the Audit Committee at least quarterly.

## Risk Management

We are equally committed to respecting human rights and evaluating those risks through our Enterprise Risk Management process. Our commitments span discrimination prevention, workplace safety, fair labor practices, and the prohibition of forced labor and child labor. They are overseen by our Executive Leadership Team and apply across Life Time entities, facilities, and events.

## Climate-Related Risks

Severe weather, shifting climate patterns, and other climate-related risks can adversely affect our members, our operations, and the communities we serve. The severity of impacts from drought, heat stress, storms, flooding, and fires could increase as the frequency and intensity of extreme weather events rise, particularly affecting our facilities' water usage and cooling expenses in geographic locations experiencing higher temperatures and those where we have multiple destinations. We also monitor risks associated with the transition to a lower-carbon economy, including building-performance requirements, shifts in insurance markets, and carbon pricing. These climate-related risks are considered within our Enterprise Risk Management framework.



# ESG Oversight

Life Time's approach to corporate responsibility is governed through a multilayered structure that connects Board-level oversight to day-to-day execution across our 189 locations.

Our Director of ESG Programs partners closely with our senior leadership to provide public-facing ESG reporting across environmental, sustainability, and social-impact programs; deliver ESG-related programs to track and report progress; and provide periodic updates to the Nominating and Corporate Governance Committee.

At the Board level, the Nominating and Corporate Governance Committee bears primary responsibility for overseeing and monitoring our commitment and actions on corporate responsibility matters, including environmental, social, and governance initiatives. The Audit Committee complements this oversight with responsibility for risks related to privacy, data and information security — including cybersecurity and artificial intelligence — as well as oversight of our Code of Conduct and complaint procedures. The Compensation Committee, in turn, oversees compensation-related risks, pay-equity considerations, and management succession planning. Together, these committees ensure that ESG-related risks and opportunities are embedded in the Board's regular deliberations rather than treated as a standalone exercise.

In 2024, the ESG Steering Committee, led by the Director of ESG Programs, expanded its business focus in response to state requirements for ESG public disclosures. This committee evaluates and advises on required climate-related strategies, initiatives, and disclosures; progress toward our GHG emissions–intensity target; and legislation and reporting responsibilities related to climate risks and opportunities.

At the management level, our corporate responsibility initiatives are led by the Company's senior leadership team, supported by a cross-functional team that coordinates strategy, measurement, and reporting across the three ESG pillars — Healthy People, Healthy Planet, and Healthy Principles.

The club leadership teams are supported by Inclusion Council members, with core members and ambassadors at each location. Our club leadership helps drive progress on culture, mentoring, and workforce representation, ensuring that our values are felt in every club.

This governance architecture is reinforced by a suite of foundational commitments that guide how we operate. We are committed to managing our environmental impact as part of our business operations. These commitments include monitoring and reducing greenhouse gas emissions, improving energy and water efficiency in our club designs and operations, minimizing waste through reuse and recycling, and inspiring environmental responsibility among our Team Members, members, and communities. We require our suppliers to comply with all applicable environmental laws and regulations where we operate.

# Data Privacy & Security

We work hard to earn the trust of our members in all areas, including in the data we collect and use to provide our services. Life Time's Code of Conduct requires adherence to all applicable privacy laws and sets clear expectations for protecting health information and nonpublic personal data.



## Consumer Privacy Compliance

As detailed in the Company's publicly available Privacy Policy, Life Time collects information members provide directly. We use this data to deliver and improve our services, personalize experiences, and meet legal obligations. Life Time does not sell personal information in the traditional sense and limits sharing to purposes consistent with its commitments and the law. Members may inquire about information Life Time has collected, ask for deletion of data, or opt out of data sharing through accessible channels. Our State-Specific Privacy Notices detail rights for residents of California, Colorado, Virginia, Connecticut, and other states with comprehensive privacy frameworks, including the ability to access, correct, and delete personal information, opt out of targeted advertising, and appeal privacy decisions. Life Time does not discriminate against anyone who exercises these rights.

# Information Security Governance

Life Time has developed and maintains a cybersecurity program designed to safeguard our systems from unauthorized access and to protect the confidentiality, integrity, and availability of data belonging to the company and our members, guests, and employees. The program is designed in accordance with the National Institute of Standards and Technology (NIST) cybersecurity framework and focuses on a range of potential material risks — including operational, financial, reputational, and compliance-related risks — which we analyze based on their likelihood and potential impact.

The Board oversees risk mitigation, including cybersecurity risk, primarily through the Audit Committee, which receives reports from management at least annually on the company's cybersecurity program and related risks. The Audit Committee then reports to the full Board. In addition, our executive team may report specific cybersecurity incidents to the Audit Committee or Board outside of regularly scheduled meetings based on the impact of the incident. The Chief Digital Officer is the executive Team Member responsible for the cybersecurity program, and the Chief Information Security Officer leads the program with the support of the Senior Vice President of Technology. Together, they provide updates to the Enterprise Risk Management Committee and, as appropriate, present to the Audit Committee. Our cybersecurity team holds professional certifications from organizations such as ISC2 and SANS Institute and stays informed on the latest developments in cybersecurity, including risks from artificial intelligence, through continuing education, industry forums, and advisory committees.

We take a risk-based approach to cybersecurity that is integrated into our broader enterprise risk management program. Our program includes ongoing vulnerability and risk management processes, a managed security service provider offering 24/7/365 monitoring and alerting, and an incident response plan designed in accordance with the NIST Framework to facilitate identification, containment, mitigation, and assessment of any cybersecurity incidents. We also address risks associated with third-party service providers through cybersecurity questionnaires, contractual obligations, and annual compliance verification where applicable. As of the date of our most recent annual report, no events from cybersecurity threats, including as a result of any previous cybersecurity incidents, have materially affected the company.

# Responsible AI Use

As artificial intelligence becomes a more significant part of how we serve our members, we aim to develop and deploy this technology responsibly. In addition to L•AI•C, our generative AI-driven personal companion that delivers personalized health and lifestyle content and recommendations, we have embraced AI in many of our regular business practices. While utilizing closed AI systems to improve operational productivity and efficiency, we maintain confidentiality of sensitive information and have developed an AI policy for our use of artificial intelligence and the safeguarding of company information.



# Forward-Looking Statements

This 2025 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 detailed 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 is not incorporated therein. All financial figures indicated in this report are in U.S. dollars, unless otherwise noted.

Our 2025 fiscal year covered within the report represents the calendar year from January 1, 2025, to December 31, 2025, unless otherwise defined for our operations in the United States and Canada. Our financial report data reflects both countries of operation. The scope of our financial reporting does not align completely with the scope of our greenhouse gas (GHG) emissions intensity, which does not include any of the operating Life Time Living facilities, construction prior to grand opening, or athletic event operations.

This report follows the GHG Protocol and accounting standards for measuring, managing, and reporting GHG emissions. Information provided also integrates recommendations of the Sustainability Accounting Standards Board. 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 health and fitness 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 46.

Life Time management, including our CEO, is responsible for managing our commitment to 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.

# APPENDIX

# SASB

| TOPIC | CODE | ACCOUNTING METRIC | 2025 RESPONSE |
|---|---|---|---|
| Energy Management | SV-LF-130a.1 | Total energy consumed<br>Percentage grid electricity<br>Percentage renewable | 3,820,195 GJ<br>39.71%<br>1.35% |
| Customer Safety | SV-LF-250a.1 | Fatality rate<br>Injury rate for customers<br>*Injury rate per 100,000 member swipes, excludes guest counts* | 0<br>0.37 |
| Workforce Safety | SV-LF-320a.1 | Total recordable incident rate (TRIR) | 4.1 Permanent<br>2.48 Seasonal |
| | SV-LF-320a.1 | Near miss frequency rate (NMFR) | 1.59 Permanent<br>1.68 Seasonal |
| | SV-LF-320a.1 | Days lost due to work-related injury | 4,446 |
| | SV-LF-000.A | Attendance | 122,807,233 |
| | SV-LF-000.B | Number of customer days | 364 |

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