

Life Time Group Holdings, Inc. Human Rights Policy

INTRODUCTION

Statement on Life Time’s Respect for Human Rights

Life Time Group Holdings, Inc. (“Life Time,” the “Company” or “we/our”) is committed to maintaining a strong culture with a deep respect for individuals and human rights. We have adopted several policies, practices and procedures to implement this commitment. These policies are overseen by our Executive Leadership Team and apply to all Life Time Team Members, all entities owned by Life Time, and all facilities, races, and events Life Time manages.

Our Human Rights Policy is available publicly and to all Life Time Team Members. In alignment with the UN Guiding Principles on Business and Human Rights, we are committed to evaluating human rights risks within the business through our Enterprise Risk Management process.

COMMITMENT

Diversity and Inclusion

At Life Time, we are committed to inspiring healthy, happy lives for everyone in our communities. We embrace our responsibility to create healthy environments and workspaces that honor and champion all by upholding an unwavering commitment to inclusion, equity and diversity. We recognize, empower and celebrate the unique talents, backgrounds and perspectives of all individuals so everyone always feels welcomed, respected, supported and valued.

Empowering our team members in a respectful community of people who are genuinely interested in one another's success and know our strength comes from trust and care for our colleagues. To further Life Time’s focus on and commitment to inclusion, it created the Inclusion Council. Life Time's Inclusion Council is comprised of a set of core members along with hundreds of ambassadors representing each one of our locations that meet to identify opportunities to foster a more inclusive, equitable workplace for women, Black, Indigenous, and people of color, and LGBTQIA+ team members.

Discrimination and Harassment

Life Time strives to be a place for everyone. As an organization, we are committed to an inclusive, diverse and equitable workplace that respects and celebrates the unique contributions of each individual. As an equal opportunity employer, it is Life Time’s policy to recruit, hire, train and promote based on skills and qualifications and without regard to race, color, religion, creed, sex, national origin, age, marital status, familial status, pregnancy, veteran/military status,

public assistance, sexual orientation, gender identity, disability, wage or salary history, or any other characteristics protected under federal, state or local law. Furthermore, Life Time is committed to providing work environments that are free of harassment and discrimination.

Working Hours

Life Time is committed to respecting the right to reasonable working hours for all Team Members. We work to ensure compliance with all applicable wage and hour laws, including those for overtime, benefits, and working hours.

Workplace Safety

Our purpose is helping our members and team members live healthy lives, which makes our health and safety practices an important part of our business operations.

- We require all Team Members to complete safety training at the outset of their employment, and periodically during their employment. Reflecting the uniqueness of our destinations, we have created a multi-part safety training that addresses safety throughout a Life Time club, as well as detailed safety procedures for Team Members within each operating division
- We have implemented an incident reporting center for use by every Team Member to report minor, major and emergency incidents. We use this data to report key information to our General Manager who is responsible for incident resolution.
- We train employees at Life Time locations on our Safety Response Team (SRT) on CPR, AED use and First Aid, with the goal of teaching key team members how to react and respond to an emergency incident while on duty
- We regularly conduct safety inspections of equipment throughout the club, using in-house Technicians, Engineers and others on our Operations team as well as third party inspections as required.

Workplace Security

The security of our Team Members, members and guests is vitally important. The Company strictly prohibits violence and threatening behavior on its premises and/or during working time.

Healthy Lifestyles in our Communities

In addition to improving the health of our members, we cover the administrative expenses of the Life Time Foundation, which focuses on sustainable, impactful change in two main areas:

- Nutrition. The Foundation collaborates with school food leaders to help them serve wholesome, nourishing, minimally processed food in schools across the country.
- Movement. The Foundation also partners with schools and community organizations nationwide to get kids moving—supporting these organizations as they make long-term, sustainable progress toward building healthier futures for the kids they serve.

Life Time also champions healthy, happy lives for our Team Members. In addition to traditional benefits, we offer our team members a free Life Time membership to support their Healthy Way

of Life journey as well as access to mental health support resources including Life Time Mind, an in-house holistic performance coach system.

Forced Labor and Human Trafficking

Life Time does not use forced labor, whether bonded, military, prison, compulsory or indentured labor, modern forms of slavery or any form of human trafficking in our business operations.

Child Labor

Life Time does not use child labor in our business operations. Specifically, Life Time prohibits the hiring of individuals under the age of sixteen, and complies with all applicable laws related to the hiring of minors ages sixteen to eighteen, which includes, but is not limited to, restricted working hours while school is in session and a prohibition on work that involves potentially hazardous tasks.

Sustainability

Life Time is committed to managing environmental impact as an integral part of our business operations. Our environmental stewardship extends from the efficient design and operation of our destinations to promotion of environmental responsibility among our team members, members and communities.

For more information, please visit Life Time's [Corporate Responsibility](#) website, including its Environmental Policy.

Community and Stakeholder Engagement

We are part of the communities in which we operate, and as such we engage with members of our communities on human rights matters related to our business as appropriate.

REPORTING

Guidance and Reporting

Team Members who have questions or concerns about, or wish to report a violation of, this policy, may contact their leader or the Life Time Team Member Hotline at either (888) 475-4211 or lifetime.ethicspoint.com. Reporting may be anonymous.

Public Reporting

Life Time reports to the public on its human rights-related commitments, efforts and statements, consistent with this Human Rights Policy, as part of its annual reporting.

Life Time reserves the right to amend this policy at any time. Nothing in this policy states or implies that a contract exists between Life Time and its employees or that participation in this program is a guarantee of continued employment with Life Time.