

# 2024 ESG Report

# LIFETIME<sup>®</sup>





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# A Letter from Our Founder, Chairman & CEO



Dear Stakeholders,

When we published our first ESG report three years ago, we reflected on our commitment to transparency and accountability made over 30 years ago. Since the beginning, Life Time has always operated through the simple principle of doing the right thing.

Today, that commitment has deepened into something more profound — something not driven by numerical values, but by our own goals as leaders in our industry and our communities, as advocates for our planet, and by the love we have for our people. Our understanding continues to evolve, extending far beyond physical fitness to encompass all aspects of health — mental, spiritual, and social. This extension is why we continue to innovate and deliver a healthy way of life in multiple dimensions.

Healthy People, Healthy Planet, Healthy Way of Life. This isn't just what we do — it's who we are. The transformation we've undergone positions us not just to respond to change, but also to lead it.

We're thrilled with the evolution of the Life Time app, bringing our healthy living content to millions more people across North America. ARORA continues to thrive as we create spaces and opportunities for our active agers to not only stay fit and healthy, but also to create community that's a form of medicine. And through Life Time Foundation's efforts to build an ecosystem of change for youth and the planet, we're helping future generations inherit a world where health can flourish.

Sustainability isn't a box we check — it's a moral imperative woven into our operations and our future. Our partnership with the Department of Energy is our pledge to reduce our Scope 1 and 2 greenhouse gas emissions intensity by 50 percent by 2032, not because regulations require it, but because leadership demands it. Recently, we completed a comprehensive climate risk assessment that has impacted how we think about our future. Rather than simply adapting to environmental challenges as they arise, we're now building resilience into our operations.

We have the opportunity — and the responsibility — to show that business success and positive impact aren't competing priorities. They're complementary forces that, when aligned, create value extending far beyond any single bottom line. And it will always come down to this: the people. All our sophisticated programs and initiatives mean nothing without the humans who bring them to life.

Thank you for the opportunity to serve and to be part of something larger than ourselves. We are blessed to work alongside people with good hearts, who are committed to meaningful causes and determined to put more of what is good into this world.

In health,



# The *Healthy* Way of Life for Your *Whole* Life

Life Time has been a leader in wellness for more than 30 years. Our programs and services focus on our entire well-being throughout our lifetimes — from how we feel, move, work, sleep, and play to the relationships we have with ourselves, our families, our communities, and the world around us.

1992

Company founded, designed with sustainability in mind from the beginning

1996

Life Time Education founded

1998

Life Time launches Life Time Construction, its in-house building company

2001

*Experience Life* magazine debuts with content to inspire healthy living

2003

Healthy Way of Life Mission created

Life Time Foundation 501(c)(3) created

2004

Life Time completes initial public offering with the New York Stock Exchange

2011

Life Time Academy — nationally accredited vocational school for Personal Trainers and Group Fitness and Cycle instructors — founded

2012

Life Time expands to Canada

2013

Life Time Reston in Virginia opens as LEED certified

2014

First affinity group, Women Empowering Leadership at Life Time (WELL), founded

2017

Baseline for Better Climate Challenge GHG intensity reduction goal

DOE Award for Advanced Roof Top Campaign and Interior Lighting Campaign

Life Time LIFTS established for team members in need of emergency financial assistance

2018

DOE Award for Interior Lighting Campaign

Life Time Work launches

2019

Life Time Mind launched to promote mental health and wellness for Team Members

2020

Life Time Foundation donates \$1M to NYC Department of Education to increase fresh and healthy food to schools

Life Time launches digital membership for access anywhere, anytime

Life Time pledges to remove all plastic water bottles from their LifeCafes

Company-wide Inclusion Council formed

2021

Life Time removes all plastic water bottles from cafes in an effort to remove single-use plastics

Life Time completes initial public offering on the NYSE, returning to operation as a public company

2022

Life Time Foundation expands its focus on youth health through its Youth Movement program

DOE Award in the Better Building Challenge for 38 percent energy intensity reduction

Life Time signs on to Department of Energy Better Climate Challenge, committing to 50 percent GHG emissions intensity reduction by 2032

Expansion of Employee Affinity Groups to include LGBTQIA+ (SPARK), military and veterans (COVERT), BIPOC (BIPOC), and disability (ADAPT) groups

Life Time launches ARORA program providing accessible fitness and social activities for the 65+ active aging community

2023

Launch of inaugural ESG report for full year 2022

Life Time Foundation expands healthy planet mission to include supporting environmental conservation initiatives

Life Time joins Xcel Energy Connect Program supporting 100 percent green power to two corporate buildings

2024

Launched food rescue program across multiple Life Time sites and events

First Climate Risk Assessment

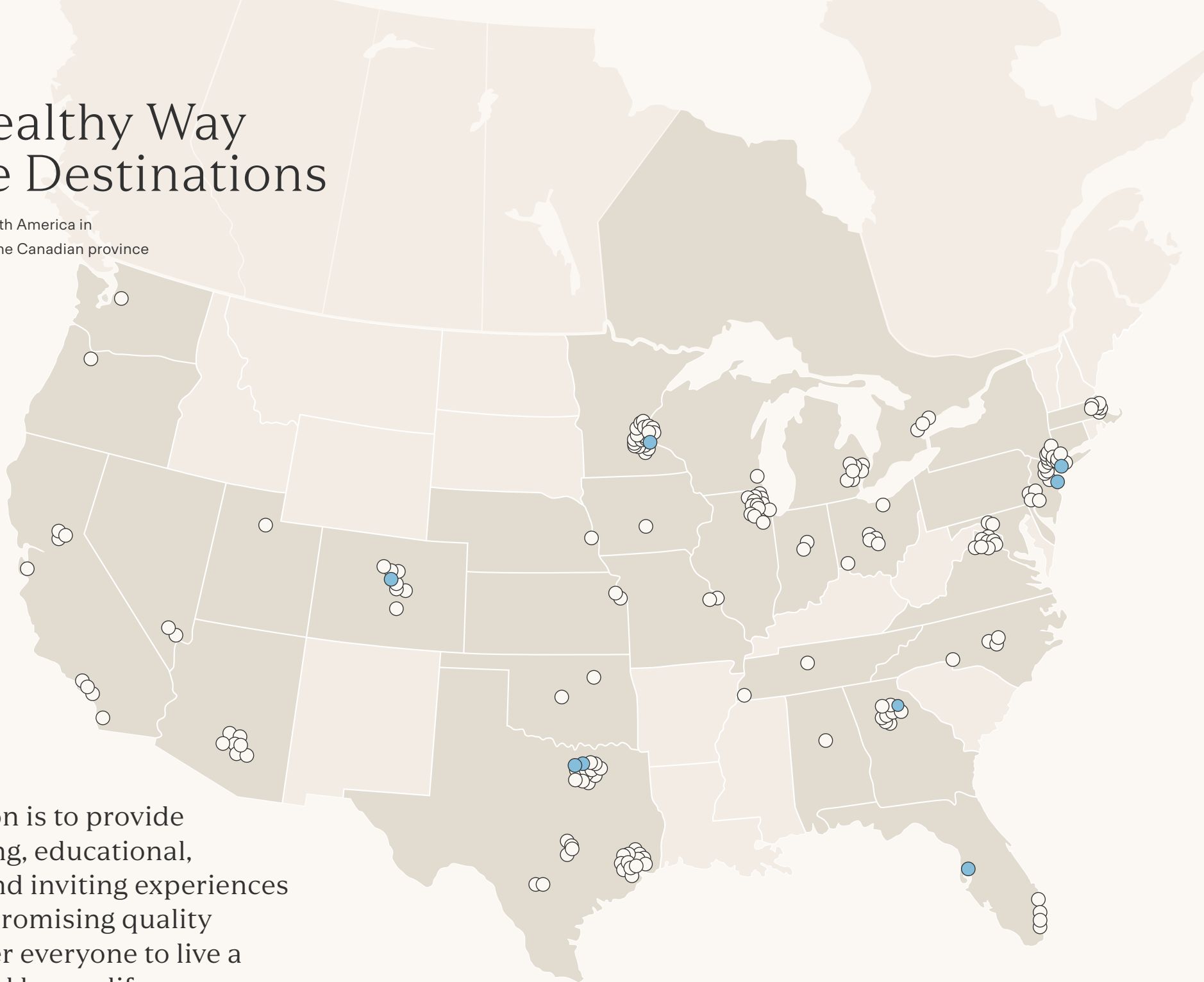




# 179 Healthy Way of Life Destinations

Located across North America in  
31 U.S. states and one Canadian province

- Club
- 2024 New Club



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

32	YEARS OF OPERATION
\$2.6B	ANNUAL REVENUE
114M	ANNUAL CLUB VISITS
1.5M	INDIVIDUAL MEMBERS
42K+	LIFE TIME TEAM MEMBERS
17M	SQUARE FEET INDOOR SPACE
7M	SQUARE FEET OUTDOOR SPACE
8	NEW LOCATIONS OPENED IN 2024
900	INDOOR & OUTDOOR POOLS & SPAS
700	PICKLEBALL COURTS
150	LIFESPAS
173	LIFECAFES & BISTROS
30	NATIONAL ATHLETIC EVENTS

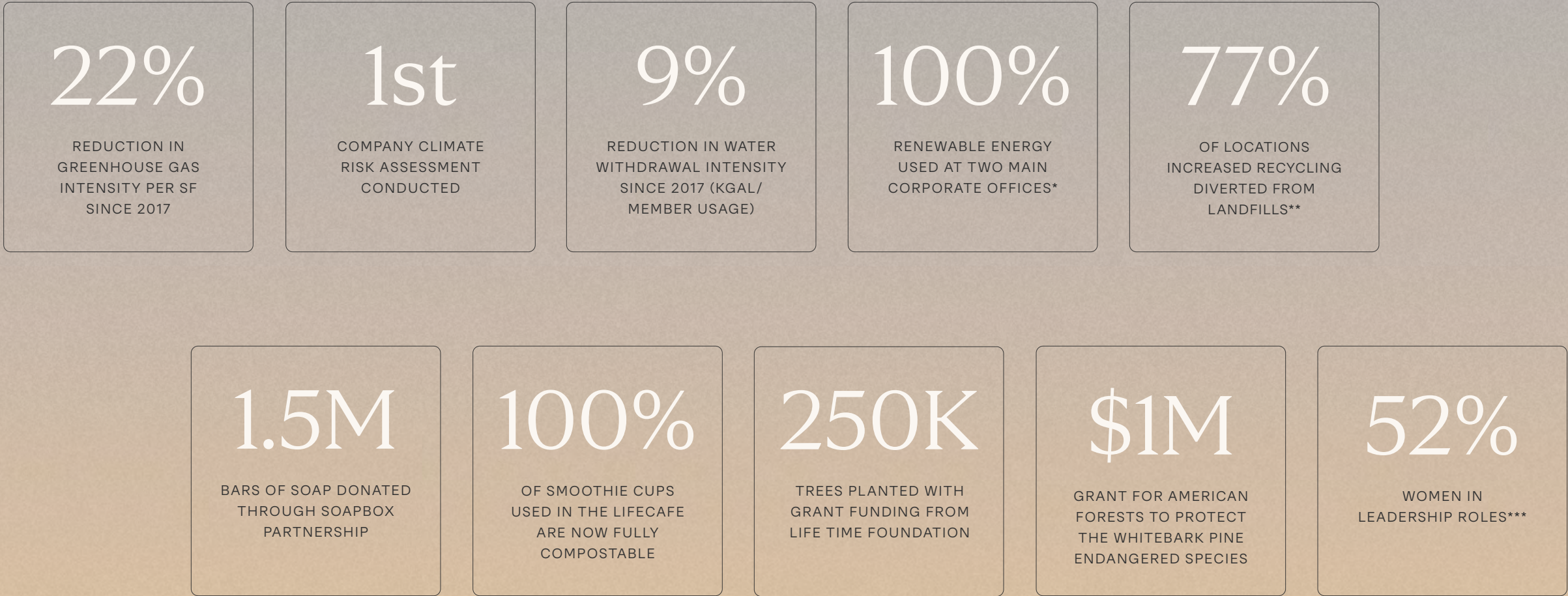


# 2024 Report Highlights

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

*\*\* Pounds recycled at locations managed by our national waste provider*

*\*\*\* Leadership roles are defined as manager level or above*







# HEALTHY

“We are committed to helping people understand all aspects of health that influence their well-being — not just fitness, but healthy living, healthy aging, and all other factors that make a real, measurable difference in our lives.”

— BAHRAM AKRADI, FOUNDER, CHAIRMAN, AND CEO

# PEOPLE



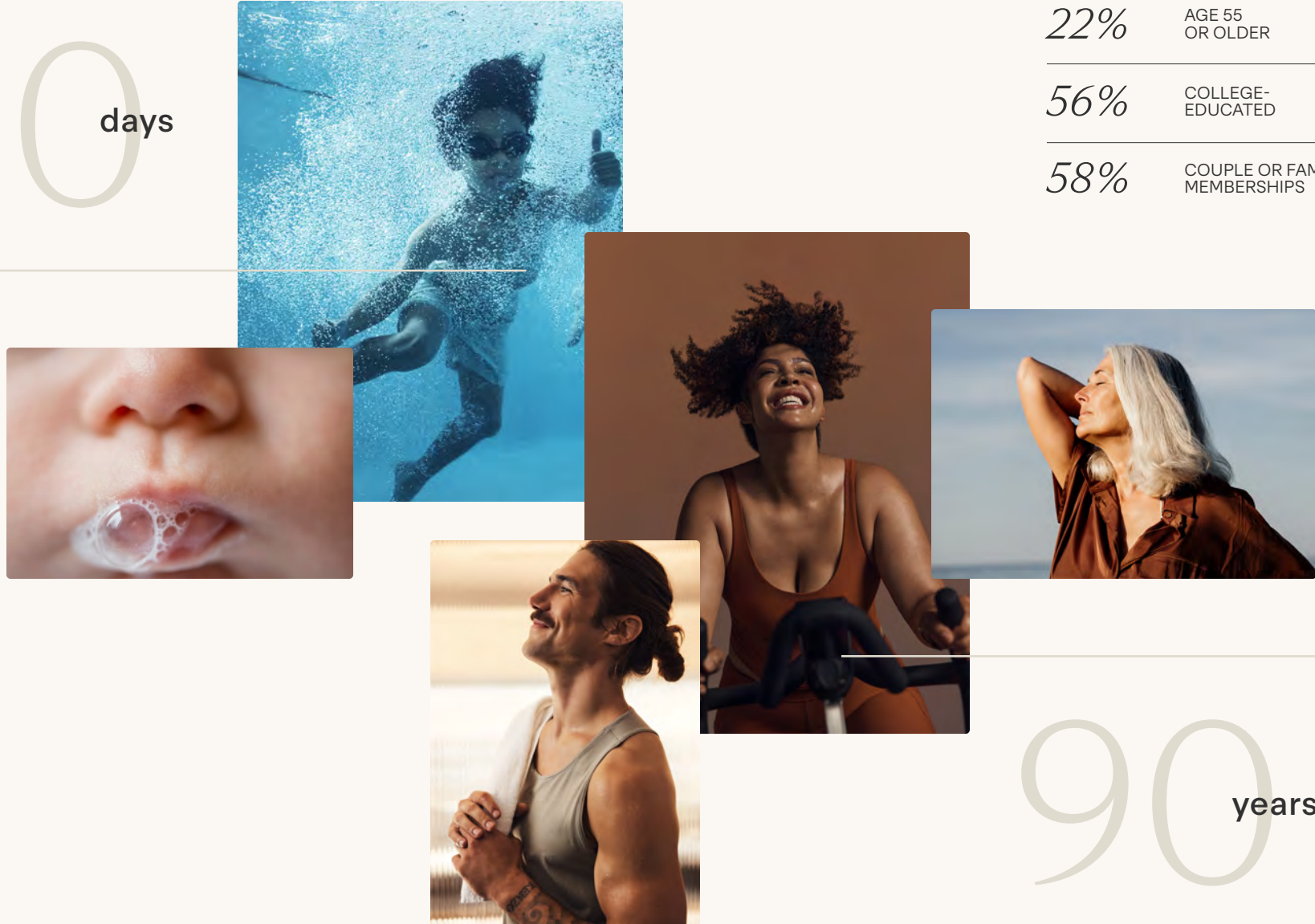
# Members of a Meaningful Community

90 days

When our members join Life Time, they're gaining more than access to our athletic country clubs; they're investing in experiences that build deep connections, enrich relationships, expand their personal growth, and provide the enduring fulfillment that leads to lasting happiness.

Life Time offers highly engaging, quality experiences for every interest through every phase of life.

Because no matter your age, when something feels wonderful, you want to do it again. And again. And again. That motivation drives you toward better health and happiness. It's the rush of dopamine after an intense volley on the pickleball court. The pride of a personal best. It's feeling renewed after a healing massage, powerful during your yoga practice, weightless in the water, or nourished after a healthy meal. It's the awe of childlike wonder you can experience, from 90 days to 90 years and beyond.



## MEMBER PROFILE

**\$158K** MEDIAN HOUSEHOLD INCOME

**50/50** GENDER BALANCE

**44%** AGE 35 OR YOUNGER

**22%** AGE 55 OR OLDER

**56%** COLLEGE-EDUCATED

**58%** COUPLE OR FAMILY MEMBERSHIPS

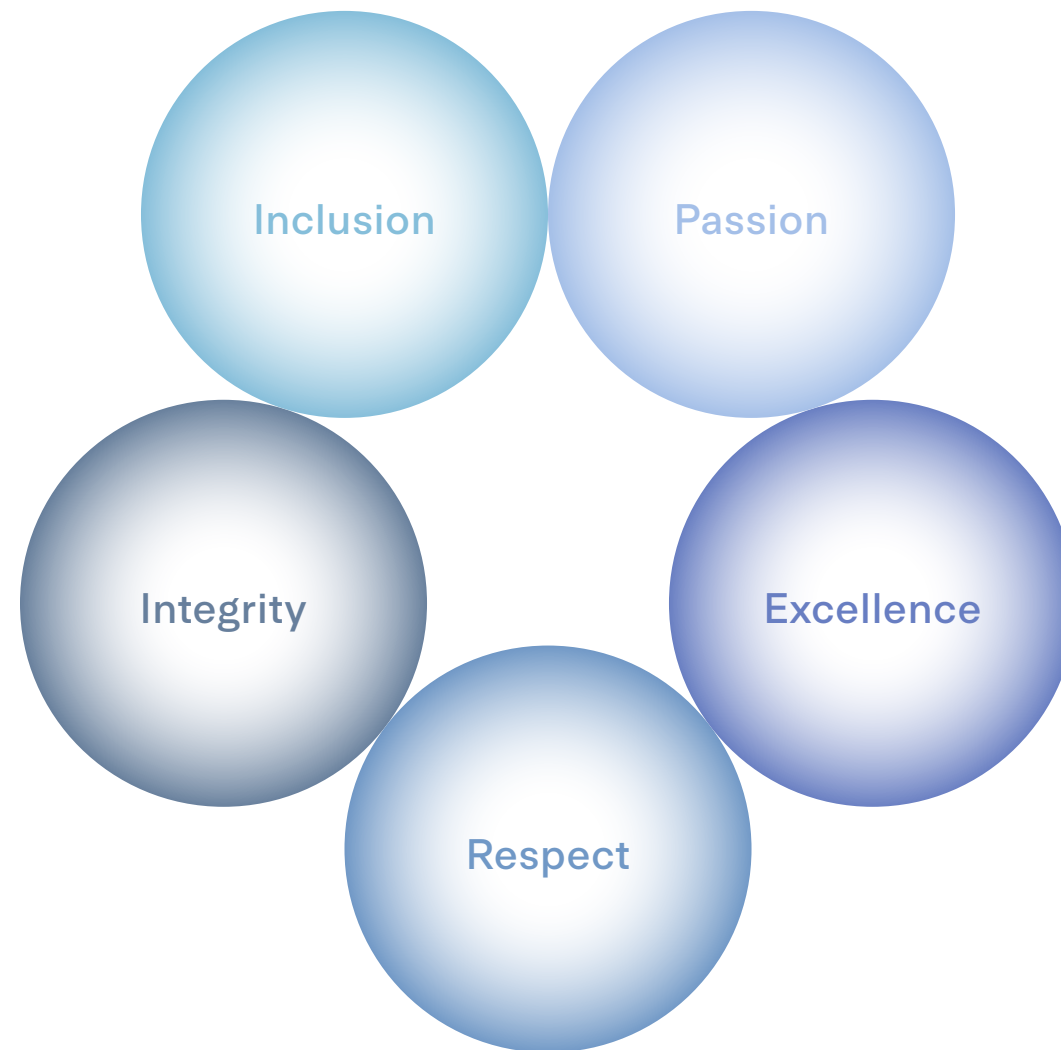
90 years



# Our Core Values

We are committed to ensuring that Life Time is *A Place for Everyone* — one where anyone can be who they are and feel a sense of belonging. Our Team Members and leaders are purpose-driven and action-oriented — and that means integrating inclusion as a core value within every level of the company.

We achieve a company-wide extension of our values through a focus on the culture of belonging, which evolved in 2017 through engagements in market research and competitive analyses to develop a better understanding of our Life Time communities. That research expanded over the years with additional partnerships, resulting in an extensive baseline for who our Team Members are, how they feel, and what's most important to them. We created our core values as a result, focusing on five key drivers of Life Time's company culture, leading with inclusion.



Our values are the DNA of who we are: **Inclusion** reminds us that wellness belongs to everyone. **Passion** fuels our relentless pursuit of healthy, happy lives. **Excellence** demands that only the best is good enough. **Respect** honors the dignity of every person we serve. **Integrity** ensures our actions always align with our words.

Our Executive Leadership implemented these core values in our programming, beginning in 2020 with the creation and launch of the Inclusion Council and Inclusion Ambassadors within our clubs and corporate offices.

Today, we continue to uphold these values throughout every aspect of the company, including the launch of our Team Member Recognition Program in 2024, which allows employees to nominate and reward their peers for displaying exemplary efforts and results within these five core value categories.





# The Year of the Team Member

Our strategy for empowering our *42K+* Team Members in their careers at Life Time includes four foundational pillars: **Attract, Retain, Reward, Develop.**

## Attracting the Right Candidates

We lean on the strength of our Life Time brand to attract the best

*4M* career website visitors, a *59%* increase from 2023

*46%* increase in applications YoY

## Retaining Talent

*75%* of Management stay longer than 3 years

*36%* lower turnover rate for full-time employees than pre-pandemic and our lowest-ever recorded

## Rewarding Service

*57%* of all U.S. Team Members are enrolled in medical benefits plan

*84%* of Team Members reported they had an anniversary conversation with their direct leaders

*100%* of full-time Team Members receive complimentary membership and select discounts

*71%* of leadership roles are filled through promotion of internal candidates

## Developing Knowledge

*1,074* learning hours for certification and professional development

*577K+* total consumed learning hours by Team Members in 2024

Leading with a values-driven approach that puts the needs of our Team Members first, we have experienced a 73 percent increase in Team Member Net Promoter Score (YoY) since pre-pandemic and 19 percent increase (YoY) from 2023.

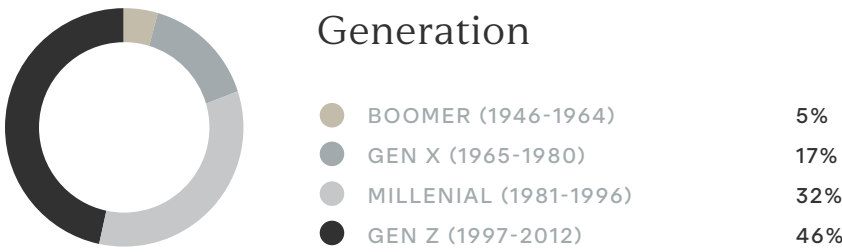
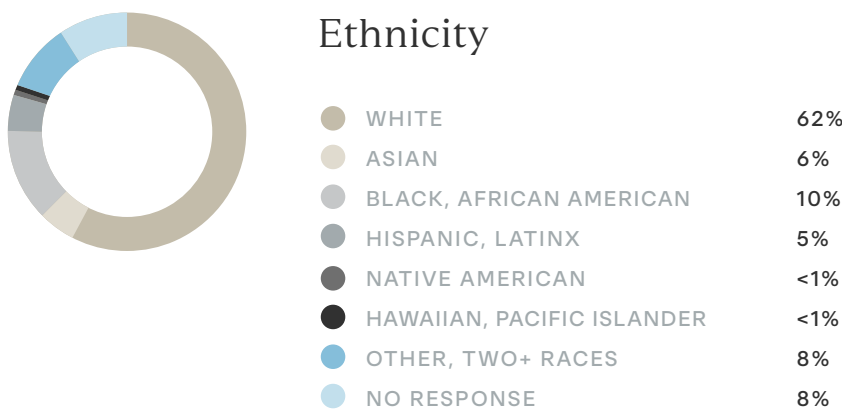
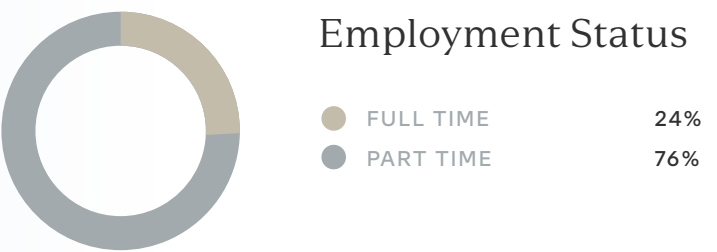
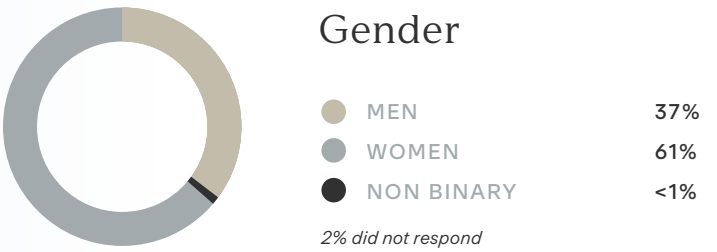


# Inclusion

Wellness belongs to everyone.

We welcome and celebrate everyone’s unique talents, backgrounds, ideas, and perspectives while upholding a commitment to each other’s well-being and success. Leading with inclusion first creates a company culture that naturally attracts and retains talented employees across a diverse range of strengths and perspectives.

## Our 42K+ Team Members



## Inclusion Council

Our company-wide Inclusion Council is a collaboration between our core council, subcommittees, and more than one hundred ambassadors in our athletic country clubs. We endeavor to create welcoming spaces for all the communities we serve so that everyone feels invited and encouraged to be authentic at work.

## Celebrating Together

We're proud of the diverse communities we serve across North America, and we uplift and recognize designated celebration dates throughout the year. We provide our Team Members with a yearly Celebrations Calendar listing notable dates, time periods, and months of importance to help employees better connect with and serve our members throughout the year. Our clubs are empowered to host celebratory classes or events, and our Inclusion Council and Affinity Groups recommend and provide helpful educational materials, such as advice for exercising while fasting during Ramadan and more.

## Award-Winning Storytelling

In support of our Celebration Months and as part of our recruitment and careers content strategy, our production team interviewed 21 Team Members about their personal stories and experiences at Life Time and created more than 30 videos to illustrate belonging within different company roles and communities. Since the video series began in 2022, many Team Members have cited the videos in their interviews and recruitment conversations as important factors in imagining their futures at Life Time.

The videos were shared on Life Time's social media and internal communications network. The video series was a winner in Ragan's 2024 Video, Visual & Virtual Awards for its "successful strategy of celebrating, engaging, and educating its Team Members while fostering inclusive spaces." The series also grew social media engagement numbers from 2023 to 2024, increasing views by 50 percent, content likes by 54 percent, and audience reach by 68 percent.



## Employee Affinity Groups

Our Team Member-led Affinity Groups bring together employees with common backgrounds and experiences for support, resource sharing, and mentorship opportunities. Affinity Groups are open to all Team Members and welcome allies to participate, support, and champion others.

### WELL

Women Empowering Leadership at Life Time, and allies

### SPARK

LGBTQIA2S+ Team Members, and allies

### COVERT

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

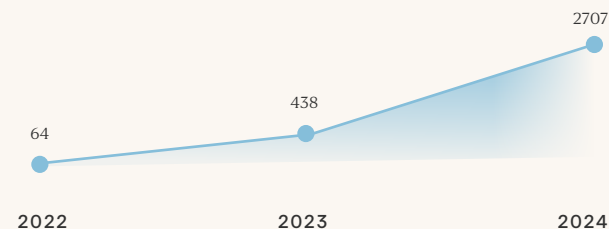
### BIPOC NETWORK

Black, Indigenous, People of Color ancestry, and allies

### ADAPT

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

AFFINITY GROUPS MEMBER GROWTH



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



## ARORA™

ARORA is designed for our active-aging community members who want to stay moving, fit, healthy, and social all the days of their lives. The programs offer a variety of active and educational activities, including classes, workshops, and social events, and they provide benefits for both body and mind. Movement is structured around shared goals of building and maintaining muscle while improving balance and coordination and include low-impact activities, such as yoga, aquatics, and dance classes, as well as more challenging Pilates training and sports leagues.

### More Than Movement

ARORA focuses on more than movement. Life Time serves as a community for this group to come together and socialize. In a May 2023 advisory from the former Surgeon General, Dr. Vivek Murthy, loneliness and social isolation in the United States were proclaimed an epidemic in equal severity to other health detriments, such as heart disease, diabetes, opioid abuse, and infectious disease. Dr. Murthy's declaration listed social disconnection as "a significant predictor of premature death and poor health." The [World Health Organization](#) additionally lists loneliness and social isolation as key risk factors in the onset of mental health conditions later in life.

Hundreds of social activities are offered every month, including weekly coffee clubs, game nights, outdoor walk clubs, and more — all of which help members find their network, build connections, and enhance their overall wellness.

14

CLASSES PER WEEK OFFERED  
AT EACH CLUB IN 2024, UP 12  
PER WEEK SINCE 2022

20+

REGISTERED  
ATTENDEES PER CLASS

700

MONTHLY SOCIAL  
ACTIVITIES AVAILABLE



### ARORA Aqua

ARORA Aqua is one of our most popular classes and is designed to build strength and cardio endurance at any swim level. The pool is an ideal environment for gently moving in ways that provide a solid workout that is also safer for those with balance or mobility issues. Water's buoyancy helps to reduce stress on the joints, while working against its natural resistance helps build muscle without the use of weights.

## Expanding Community

As part of our Inclusion Council's Community Partnerships Subcommittee, two programs were created to support the Council's goal of expanding the Life Time community. Partnership engagement guidelines allow Lead Generals at the clubs to review and select applications from interested community partners. In the case of these programs, we provide access to Life Time athletic country clubs for the selected groups, allowing their use of facilities, amenities, instructors, and resources within a set time period.



### NEW LEADER HOOPS (BROOKLYN, NY)

New Leader Hoops empowers youth and families in basketball, academics, and community development. Every Friday night during the summer, Life Time provides middle school and high school students from New Leader Hoops with access to Life Time DUMBO's basketball court to help deliver their programming in an environment where they feel inspired to learn, grow, and succeed.

"These kids see how incredible Life Time is, and it builds a mentality in them to stay hungry and to keep working," says Andre Richey, the Founder and Executive Director of New Leader Hoops. "When you come to Life Time, it's a feeling of, 'I want to work hard and achieve this.'"

"Giving back to our community is what it's all about," says Brett Christensen, Lead General at Life Time DUMBO. "It's a privilege for us to be able to help this group of kids live healthier and happier lives."

### PERKINS SCHOOL FOR THE BLIND (FRAMINGHAM, MA)

Perkins provides education services for children and young adults from birth through age 22 who are blind and visually impaired with multiple disabilities. The community partnership request came from a Perkins student aid and Life Time Framingham member who recognized the accessibility features at the club and saw the opportunity to help Perkins students enjoy new experiences and pathways to joyful movement.

Due to many of the students having multiple visual and hearing impairments, a unique and accessible yoga format was created that includes detailed explanations to make the format accessible for all. After class, the students enjoy using the aquatics amenities (sauna, steam room, whirlpool, or pool), which some of them have never before experienced, and have a meal together in the LifeCafe.

"At Perkins School for the Blind, we help children with disabilities find their place in the world. Working with Life Time we create inclusive

places that encourage everyone to participate and offer an engaging learning experience off campus. During their visits to Life Time, our students are able to experience the full spectrum of club amenities and participate in an accessible fitness class."

### BACKPACK DRIVE AND YOGA PROGRAM

Life Time is proud to support student success and community well-being through its partnership with the Driven Foundation in Dublin, Ohio. For the third consecutive year, Life Time Dublin hosted a backpack drive, where over 150 dedicated volunteers came together to prepare backpacks filled with essential school supplies for more than 400 students and delivered them to students' homes. Additionally, Life Time helped to distribute more than 300,000 pounds of food to 250 Central Ohio residents to help address food insecurity over a school break.

A local Life Time Yoga Instructor and our club Lead General partnered with over 50 fifth-grade and sixth-grade students from Columbus City Schools for an inspiring eight-week program focused on mindfulness and self-empowerment through basic yoga poses, breathwork, positive affirmations, and improving self-confidence. Life Time provided the mats and supplies, and by the end of the program, the students demonstrated newfound confidence, reported positive impact on their well-being, and were able to take their mats home to continue their practices.

### KIDS RUN MIAMI

Life Time Kids Run Miami is a partnership between Miami Marathon and Life Time Foundation. This program promotes physical education and the benefits of running to kids in the Miami area with a goal of helping reduce the health risks and conditions that may stem from inactivity. Participating coaches and teachers encourage students through weekly programs designed to help them run a total of 26.2 miles over 15 weeks from October to January. The program culminates with the Miami Marathon's Final Mile event, and all participants are awarded with their own medals.

# Passion

*Fueling our relentless pursuit of happy, healthy lives.*

With an enthusiastic spirit, we give and get deep meaning from our work, joyfully understanding how the combination of our individual talents contributes to everyone reaching their infinite potential.

## THE LIFE TIME APP

The complimentary Life Time Digital app brings Life Time classes, products, and our Healthy Way of Life content to the world. In November 2024, Life Time expanded its digital footprint and access with the launch of 100 new on-demand fitness classes and meditations in the app (available on Apple and Google stores). The launch made 50 new videos immediately available, and five classes were released each week thereafter. Ranging from five to 60 minutes in length, app users are able to customize and stack their routines to fit any schedule or movement category, including strength, cardio, stretching and cool-downs, yoga, barre, Pilates, and ARORA.

In addition to fitness classes, Life Time Digital added dozens of new and immersive meditation sessions designed to help people find moments of calm, stress relief, and enhanced mental clarity. These sessions cover a wide spectrum, from stress elimination and breathing techniques to mindful movement and vision-expanding exercises.

New classes bring a fresh take with music and set design and add to Life Time's existing library of 130 digital on-demand videos and 175 weekly livestreamed classes. The app also includes a variety of specific training programs, thousands of articles and editorial content, recipes and nutrition, and access to the LT Shop, which features LTH nutritional products, wellness, and recovery tools.

## MEET L•AI•C

As the worlds of health and wellness technology continue to collide, it's not surprising that AI can support and enhance a healthy-way-of-life plan. In 2024, we launched Life Time's own innovative digital health and wellness assistant AI companion, L•AI•C (pronounced "lay-see"). It's designed to personalize and enhance our members' fitness and well-being journeys through its integration with the Life Time Digital app and services. L•AI•C provides tailored workout recommendations, nutrition advice, and wellness tips, adapting to individual preferences set by the user and making healthy living more accessible and customized to their personal health goals.

“AI advancements are unstoppable, and we’re embracing this opportunity to provide our members with experiences that will only get better and better – just as we have committed to from the start.”

—Bahram Akradi, Founder, Chairman, and CEO





Experience Life Magazine

Founded in 2001, *Experience Life* is Life Time’s print and digital magazine that empowers its audience to improve their health and fitness while supporting their enjoyment of a balanced, sustainable, and deeply satisfying way of life. Available by subscription and on select newsstands nationwide, it had an estimated market reach of 2 million people per issue with a circulation of 600,000 households in 2024.

In 2023, the magazine expanded its online content library on the *Experience Life* website and in the Life Time app, thereby reducing its printed issues from eight to six times annually and lowering costs for paper, ink, and postage. This digital expansion allows us to create more healthy-living content for our audiences, hosting more than 600 articles between digital and print versions, and to do so in a more sustainable way that uses less paper and lowers the carbon footprint of deliveries.

During the 2023 and 2024 FOLIO: Awards, the most prestigious recognition program in the publishing community, the *Experience Life* magazine and editing staff won multiple Eddie & Ozzie awards.



42	HEALTH AND WELLNESS PODCAST EPISODES PRODUCED IN 2024
2024	BEST PODCAST WINNER FOR CONSUMER HEALTH/FITNESS/ WELLNESS
TOP 10%	OF ALL PODCASTS IN THE CATEGORY FOR 2024

2024 AWARDS

- Winner: Full Issue, Consumer Health/Fitness/Wellness (May/June 2024)
- Winner: Redesign, Consumer: 2024 Print Redesign
- Honorable Mention: Single Article, Consumer, Health/Fitness/Wellness: “Uric Acid: A New Metric for Heart Health”

2023 AWARDS

- Winner: Full Issue, Consumer Health/Fitness/Wellness: March 2023 issue
- Winner: Best Blog or Column, Consumer Health/Wellness: “Pumping Irony” by Craig Cox
- Winner: Overall Art Direction, Consumer
- Finalist: Full Issue, Consumer Health/Fitness/Wellness: January/February 2023 issue
- Finalist: Range of Work by a Single Author, Consumer: Mo Perry
- Finalist: Single Article, Consumer Health/Fitness/Wellness: “The Road to Good Boundaries”
- Finalist: Single Article, Consumer Health/Fitness/Wellness: “The Enneagram of Fitness”



# Excellence

*Demanding that only the best is good enough.*

We commit to being the best, and that means leading with thought leadership and expertise in all we do. We carefully execute on the finest of details and provide the most desirable and entertaining experiences.

## CLASS COLLECTION

In February 2024, Life Time launched the debut of its Class Collection, a reorganization of our group fitness classes to elevate and evolve our fitness offerings for members. With benefits beyond movement, including a sense of community and camaraderie in a supportive and energized atmosphere, these group fitness classes are meticulously curated with more than 40 unique options across nine categories.

Our collection offers several distinct brands in recognizable categories — plus, new offerings to explore, such as REMIXX Step, DANZE Jam, MAXOUT Core, XTREME Kettlebell, and more. The creativity and expertise of Life Time’s instructors evolves the Class Collection into something timeless that can withstand the ever-changing trends in the fitness industry, so members can expect to see new classes emerge and deliver the ultimate boutique experience.

Life Time offers more than *28K* classes every week led by more than *8.5K* instructors across its clubs and complimentary Life Time app



### *Purposeful Partners*

**OCEANFOAM ROLLERS**  
High-quality foam rollers are made from algae and recycled materials as part of Oceanfoam’s company mission to redefine active lifestyles and help create a cleaner planet. The production and use of these foam rollers at Life Time helps provide:

<i>10,608</i>	GALLONS OF WATER CLEANED
<i>93</i>	POUNDS OF OCEAN PLASTIC REDUCED
<i>30,362</i>	GRAMS OF CO2 CLEANED FROM THE AIR WITH ALGAE-BASED PRODUCTS



## Dynamic Stretch and Recovery Spaces

In 2024, we introduced Dynamic Stretch to broaden and integrate recovery offerings as part of a holistic fitness experience. The Dynamic Stretch range of services expanded across locations to help more members move better and recover faster. Our certified Stretch Specialists use the latest in recovery techniques and technology during 25- and 50-minute paid sessions available to book in the Life Time Digital app. Complimentary recovery experiences and tools were also added for members in designated areas at select clubs, offering an array of recovery tools.



## LTH Nutrition Products and Supplements Rebrand

Life Time rebranded its line of premium quality supplements and nutrition products in 2024 as LTH. Designed by top experts, dietitians, and trainers, and in partnership with leading industry experts and physicians, the supplement line provides a trusted, quality option and research-backed approach for supporting metabolic health, workout performance, and wellness goals.

### A HIGHER STANDARD OF HEALTH

In 2024, we developed 21 unique supplements with ingredient considerations to avoid added sugars, synthetic colors, artificial sweeteners, and binders/fillers wherever possible. Life Time uses top-grade ingredients, certified good manufacturing processes (GMP), and independent product testing and certification to produce nutritional products that are both high-quality and safe. Ingredients are selected from carefully vetted raw material suppliers that provide highly bioavailable forms of nutrients —whether they’re added to a shake, smoothie, glass of water, or otherwise. Each batch is procured by manufacturing partners and undergoes laboratory analyses to confirm ingredient identification, purity, and potency, then screened for microbe, industrial/agricultural solvent, and heavy metal contamination before it’s allowed to enter the manufacturing process.

With premium ingredients in hand, Life Time contracts with reputable US-based manufacturers for its nutritional products according to meticulous quality-control standards and procedures, including multiple GMP certifications from independent third-party auditors. Life Time contracts with NSF, a reputable, independent not-for-profit nongovernmental organization, to evaluate and certify the composition of its nutritional products to ensure that they meet labelling, safety, and quality requirements. NSF tests finished goods (for identity, purity, potency, etc.) to verify the accuracy of our product labels and

for the presence of contaminants that might impact health, including toxic elements and the presence of pesticides. In all, NSF screens our products for more than 100 different industrial or agricultural chemical residues to ensure there are no harmful levels of contaminants. For transparency, we link to NSF test reports on our website. Life Time has sold nutritional products for many years without serious adverse events and contracts with Safety Call for consumers to easily report adverse events should they occur.

## Partnership with MIORA Performance + Longevity Clinics

For many years, Life Time members have asked for programming focused on longevity and performance health interventions as well as comprehensive, concierge medical care aimed at preventing health issues before they happen. According to **McKinsey**, 82% of Americans consider wellness a top priority in their everyday lives. The availability of health-related content through technology has broadened the interest in longevity, and the rise of wearable, fitness-tracking, and AI-powered health platforms demonstrates the growing interest in quantifiable personal health data.

To meet this consumer demand, Life Time partnered with MIORA in 2024 to open one clinic location at Life Time for members to access personalized medical care services. MIORA’s mission is to improve longevity and performance, and it follows a rigorous, medically supervised approach that employs personalized diagnostic protocols; evidence-based prescriptive therapies; regular quality assurance reviews for patient safety, ethical care, and outcome tracking; clinical oversight by medical directors; and organizational alignment directed by the Chief Science Officer. The longevity market was estimated at \$21.39 billion in 2024 and is expected to reach \$63 billion in 2035. We look forward to the promising future of our partnership with MIORA to better serve our members.

# Respect

*Honoring the dignity of every person we serve.*

With servant hearts, we treat others how we want to be treated, welcoming all to show up authentically as themselves and making sure everyone feels seen, heard, and encouraged to fully participate.

## Benefits

Our comprehensive benefits help our Team Members understand that they are valued, appreciated, and essential. Additional motivations and incentives organized around a system of Total Rewards demonstrate how their hard work and achievements contribute toward the company's success. Below are some benefits offered to eligible Team Members.

### WELL-BEING

- Complimentary club memberships
- Products and club services discounts
- Flexible workspaces
- Life Time Mind, holistic mental health and coaching program

### PAY & INCENTIVES

- Base wages and anniversary conversations, including performance and compensation review
- Annual, quarterly, and monthly incentives
- Paid time off and personal celebration days

### BENEFITS

- Medical, dental, vision, and life insurance
- Paid parental leave, bonding leave, and adoption assistance
- HSA, 401(k) and Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) and short-term disability insurance

## Accessibility

In addition to providing anywhere-access to Life Time programs and content via our Life Time Digital app, the accessibility features in our clubs, programming, and website aim to create a welcoming environment that anticipates and meets the needs of all our members and guests, including those with disabilities.

People may be born with or acquire a disability at some point in their lifetime due to accident, diagnosis, or injury, and it's important for the wellness space to foster inclusivity for the disability community. We proactively design our spaces, services, and experiences to be flexible and accommodating, and we additionally provide educational content to our Team Members through our Inclusion Council, employee engagement forums, ARORA programs, and our ADAPT employee affinity group for Team Members living with disabilities, their caregivers, and allies.

Key accessibility features and programs at some of our clubs include:

- Ramps with handrails and access to elevators
- Accessible restrooms and locker rooms equipped with grab bars, shower chairs, and handheld shower heads
- Pool and whirlpool chair lifts
- Wide doorways, hallways, and barrier-free entryways with clear floor space
- Varying height for counters and service desks
- Wayfinding signage systems with the inclusion of Braille on elevators and operational signs
- Family locker rooms with large changing tables and space for wheelchair maneuverability
- Accessible parking spaces and curb cutouts
- ARORA and other programs designed for improving balance, strength, and stability
- Instructor training options in trauma-informed practices and adaptive movements



## Team Member Engagement and Impact Survey

In 2024, we combined our two annual employee surveys, our Net Promoter Score (NPS) and Inclusive Leader Score surveys, into one questionnaire. The goal of combining the surveys was to improve Team Member participation rates with a more convenient, single biannual survey to ensure more voices are heard. After the surveys were combined and reintroduced as the Team Member Engagement and Impact Survey, we saw an 11 percent increase in participation from Q2 to Q4 2024. NPS scores increased (YoY) from 2023 by 19 percent and by 73 percent over pre-pandemic scores.

### TEAM MEMBER RECOGNITION

Founder and CEO Bahram Akradi declared 2024 “The Year of the Team Member” with a commitment to elevating appreciation and recognition for employees. We launched a companywide Team Member Recognition program with celebration events held throughout the year recognizing and honoring Team Members’ milestone anniversaries and exceptional performance. Team Members are nominated by their peers and narrowed down to finalists by leadership and Employee Relations based on the impact stories submitted and by financial metrics for Team Members in revenue departments (LifeSpa, Group Fitness, Dynamic Personal Training, and Racquet Sports). We held five Top Performer Recognition Events during 2024, and each winner was provided their choice from three reward package options.

In total, 445 Team Members were celebrated in 2024 as Top Performers.

### ANNIVERSARY CONVERSATIONS

Team Members provided feedback through our 2023 NPS and Inclusive Leader Score surveys that highlighted their desire for greater emphasis on both performance and anniversary recognition. In addition to the Team Member Recognition awards program, we launched updates to yearly anniversary conversations that included the addition of career development dashboards, comprehensive professional development planning, goal setting, and compensation review. Leaders are provided with multiple reminders to conduct these comprehensive annual reviews, including e-learning courses to enhance the impact of these conversations for each of their Team Members.

By the end of 2024, 84 percent of Team Members reported they had an anniversary conversation with their direct leader.

## 2024 Survey Results

### HIGHEST-SCORING SENTIMENT

“I value Life Time’s mission.”

### HIGHEST-RATED EMPLOYEE ENGAGEMENT

“My leader is honest, ethical, and treats me fairly.”

### BIGGEST SCORE IMPROVEMENT FROM Q2 to Q4

“My leader tells me when I do a good job,” a comment which coincides with the launch of the Team Member Recognition program.

Score improvement coincides with Q1 launch of Team Member Recognition program.



## LIFE SPA

### Artist Achievement Awards

Created to celebrate and honor the top LifeSpa Artists, these awards highlight the Team Members who have made exceptional achievements in their respective crafts as hair stylists, nail artists, estheticians, massage therapists, and medi-spa technicians. Across the LifeSpa division in 2024, 15 awards were given in five categories for excellence in service and products sales.

## Talent Development

### INVESTING IN OUR TALENTED TEAM

In 2024, Life Time continued to invest in the growth and advancement of our Team Members, reinforcing our belief that people are the foundation of our long-term success. As part of our talent development strategy, we focused on building a high-performing talent development team and a robust internal pathway, advancing leadership capabilities and ensuring access to development opportunities across our organization.

We expanded our leadership development programs to reach more Team Members at key inflection points in their careers.

Our notable achievements this year include:

- Launched targeted leadership programs to accelerate readiness for the Lead General role.
- Implemented a new leadership development series that incorporated Franklin Covey content to support emerging leaders in building strategic communication and influence skills.
- Integrated anonymous and private 360-degree leadership assessments to help employees understand their leadership style, find opportunities and areas for growth, and create individual development plans (IDPs) within leadership cohorts.

### BROADENING THE TALENT PATHWAY

To support expanding our long-term talent strategy, we prioritized inclusive access to development resources and increased entry points for career pathways:

- Strengthened our internal pathway for Dynamic Personal Trainers with an internship bridge program for certified personal trainers to accelerate time to productivity.
- Enhanced our succession planning processes in Workday, delivering real-time visibility into talent pools and readiness metrics, which now inform quarterly talent reviews and strategic workforce planning.





# Integrity

*Ensuring our actions always align with our words.*

We strive for ethical operations of the business with a dedicated conscience — even when no one is watching.

## Safety Training and Certifications

Safety is a top priority at Life Time, which is why we invest in training and certifying our Team Members to respond effectively in emergency situations.

We designate a key group of employees as our Safety Response Team (SRT)—a critical group empowered to take immediate action during emergencies. We assign various safety-related trainings and certifications to help SRT Team Members respond to emergency situations. This safety approach not only helps to protect our members and guests, but it also reinforces a culture of care, readiness, and professional responsibility.

We recognize the importance of training certain employees to use Automated External Defibrillators (AEDs) and providing access to them. Sudden cardiac arrest can happen anywhere, including in a fitness environment where people experience vigorous physical activity. We provide these Team Members with training on how to react appropriately should a sudden cardiac arrest or other related incident arise.

12.5K+ TEAM MEMBERS CERTIFIED OR RECERTIFIED

in pediatric First Aid, CPR, and AED response by the American Red Cross. In total, nearly 19,000 Team Members are now certified in at least one of the

22K LEARNING HOURS

dedicated to safety, through our online Learning Well THINK Safety course with additional learning hours provided within Role Certification trainings, which prepare Team Members to serve, deliver great experiences for our members, and maintain cleanliness and safety protocols for their specific

6.5K LIFEGUARDS CERTIFIED

through programs by StarGuard. We also offer lifeguard certifications to the surrounding communities, reinforcing our commitment to public safety and outreach.





Life Time Foundation is guided by three interconnected pillars — Youth Nutrition, Youth Movement, and a Healthy Planet — to support a future where every child can grow, learn, and thrive. This framework informs and guides initiatives supporting school nutrition programs, physical activity, and restoring and preserving our environment to ensure the next generation has the opportunities and resources to live healthy, happy lives.

Throughout 2024, Life Time Foundation continued its mission to support youth development through grants that expanded access to nutritious school meals, provided opportunities for increasing physical activity, and completed its first full year of initiatives supporting a healthier planet.

#### A FOUNDATION FOR THE NEXT GENERATION

Every child deserves the chance to safely explore the world around them. It's their chance to discover who they are, what they can become, and how joyful movement can feel. Exploration also provides an outlet for their natural curiosity, strengthens their sense of independence, and supports imaginative play. Life Time Foundation expands these exploration opportunities through its support for running and cycling programs as core components of youth movement. These activities are foundational to gross motor skills development, such as coordination, balance, and endurance.

In 2024, the Foundation awarded \$162,000 in direct Youth Movement grants and funding programs that engaged nearly 20,000 children in physical activity. Many of these initiatives continue to benefit youth beyond their first year, as equipment and resources are used by new participants in years to come.

#### YOUTH NUTRITION

Life Time Foundation additionally supports youth nutrition at a unique intersection of education and digital information. First launched in 2023, the Foundation's complimentary Green Onion digital nutrition software is designed to help school districts, purchasing cooperatives, and food manufacturers analyze their K-12 food products against a robust database. Food items are reviewed at the individual ingredient level to identify unwanted ingredients and replace them with suggested healthy alternatives that contain greater nutritional value and variety.

"Green Onion is one of the most practical, impactful tools for improving school food that I have seen in my 36-year career in school nutrition," said Katie Wilson, Ph.D., executive director for the Urban School Food Alliance (USFA), a collaborative of the largest school districts in the United States. Committed to improving the quality of food served in schools and increasing access to healthy, delicious meals for all students, the USFA represents 4.2 million students at 6,461 schools across 18 districts, including the four largest in the nation: New York, Los Angeles, Chicago, and Miami.

As school food policies evolve across the U.S., Green Onion's continued enhancements also offer timely support for school food professionals navigating new ingredient standards. By equipping districts with detailed

transparency into the foods they serve, the software helps schools stay ahead of compliance while continuing to prioritize student health.

#### YOUTH MOVEMENT

Life Time Foundation awarded a grant to the Youth Club of Trinidad, Colorado, to launch their Junior Bike Riders summer program, which introduced youth from under-resourced, rural Colorado communities to the lifelong benefits of cycling. With the Foundation's support, more than 30 children, many of whom had never ridden a bike before, were provided with bikes, safety training, and certified instruction.

#### HEALTHY PLANET

From New York's city parks to the national forests of the Western United States, Life Time Foundation supported both large-scale reforestation and urban greening conservation efforts through partnerships with American Forests, SUGi, One Tree Planted, and City Parks Foundation. In partnership with SUGi, Life Time Foundation created a small microforest in the underserved community of north Minneapolis, serving as a place of rest, cultural awareness, community building, and play. We "rewilded" a barren ~4,000-square-foot area, transforming it from a mostly unused plot to a vibrant ecosystem sustained by 1,400 plants and shrubs. Using the Miyawaki planting methods for accelerating growth, the plants collaborate with one another to quickly grow from small, individual saplings to produce a lush forest that adds much-needed tree canopy and shade that welcomes members of this north Minneapolis community and beyond to visit, feed off the raspberry bushes, and stroll peacefully through the wildflowers.

\$1.5M

IN GRANTS GIVEN

100+

SCHOOL DISTRICTS  
SUPPORTED TO  
EXPAND NUTRITIOUS  
MEAL OPTIONS

42K

CHILDREN ENGAGED  
IN MOVEMENT  
INITIATIVES



# HEALTHY

“Each year, CO2 levels continue to rise, posing real, immediate danger. While many are actively working and innovating to reverse course, ‘someday’ solutions are not enough — we need them now.”

— BAHRAM AKRADI, FOUNDER, CHAIRMAN, AND CEO

# PLANET



# Collaborative Action for Conscious Change

CO2 is a greenhouse gas that both traps and radiates heat. As global GDP per capita has nearly tripled since the 1960s, the world's CO2 emissions are "now accumulating in the atmosphere faster than at any time experienced during human existence," according to the World Meteorological Organization. Each year, CO2 levels continue to rise, resulting in rising temperatures and impacting sea levels, ocean heat, and acidification, as well as the number of ecosystems and people exposed to extreme heat each year.

At Life Time, we understand our impact on the world is far greater than the footprint of our individual clubs and in the communities we serve. We recognize how our buildings impact the air through greenhouse gas emissions; our landscapes and amenities utilize the water supply; and the waste we produce affects the future of the world we inhabit together.

## Priorities to Help Reduce Our Environmental Impact

*Monitor & reduce  
greenhouse gas emissions*

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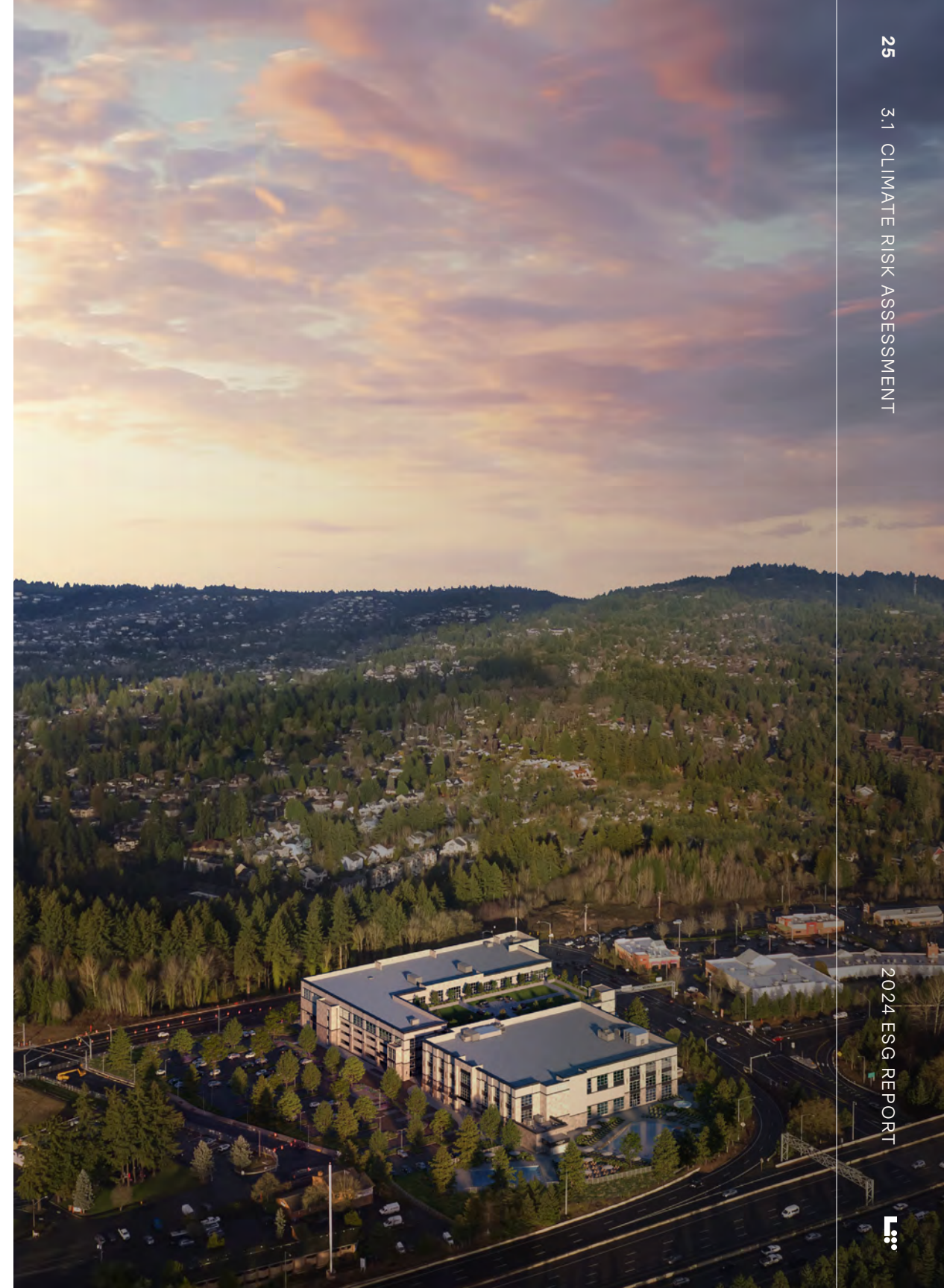
*Reduce energy use  
& improve efficiencies*

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*Conserve water & prioritize  
water efficiency designs*

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*Divert & reduce  
operational waste, plus  
increase reuse & recycle*







# Our Climate Impact: Moving From Awareness to Action

In 2024, Life Time completed its first-ever assessment of climate-related risks and opportunities (CRRO) in alignment with recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD). The goal of the assessment was to gain a better understanding of potential physical and transitional risks within our operations using future climate scenarios and to ultimately inform mitigation and adaptation actions.

Throughout the process, we evaluated our portfolio of clubs against two socio-economic pathways (SSPs) and representative concentration pathways (RPCs), to explore plausible climate pathways over time. Through this assessment, we focused on the potential impact of heat and drought risks on our operations. We are committed to continuing evaluation of these results and exploring ways to address them within our sustainability and environmental management plans, and we intend to provide updates on our risk-management efforts in future reporting.

### HEAT

The heat index is rising across various parts of the United States. Notably over the past two years, Phoenix, Ariz., has experienced more days than ever before with average high temperatures surpassing 110 degrees Fahrenheit. With six Life Time locations in Phoenix,

we are using our assessment results to identify ways we can keep our Phoenix-area buildings and member communities cooler and safer during the warmest months. Life Time locations in Arizona use white thermoplastic polyolefin (TPO) roofing materials to reflect heat and divert it away from the building rather than absorbing it as darker materials do. This materials strategy has more than just a cooling impact — it helps lower emissions and reduces electricity strain on the buildings and the power grid, especially in these communities most vulnerable to the effects of rising temperatures.

### DROUGHT

According to the [World Health Organization](#), drought is a global concern for 40 percent of the world’s population and impacts health, agriculture, economies, energy, and the environment around us. We are endeavoring to balance our goal of mitigating our water use in markets with higher water-stress levels alongside potential impacts on our product offerings and member experience. As members approach our athletic country clubs, our mitigation efforts can be seen both outside and within, designing guidelines that reduce landscape maintenance in current locations where we operate and lowering our dependence on potable water supply and broad irrigation systems in the landscape designs for future locations.



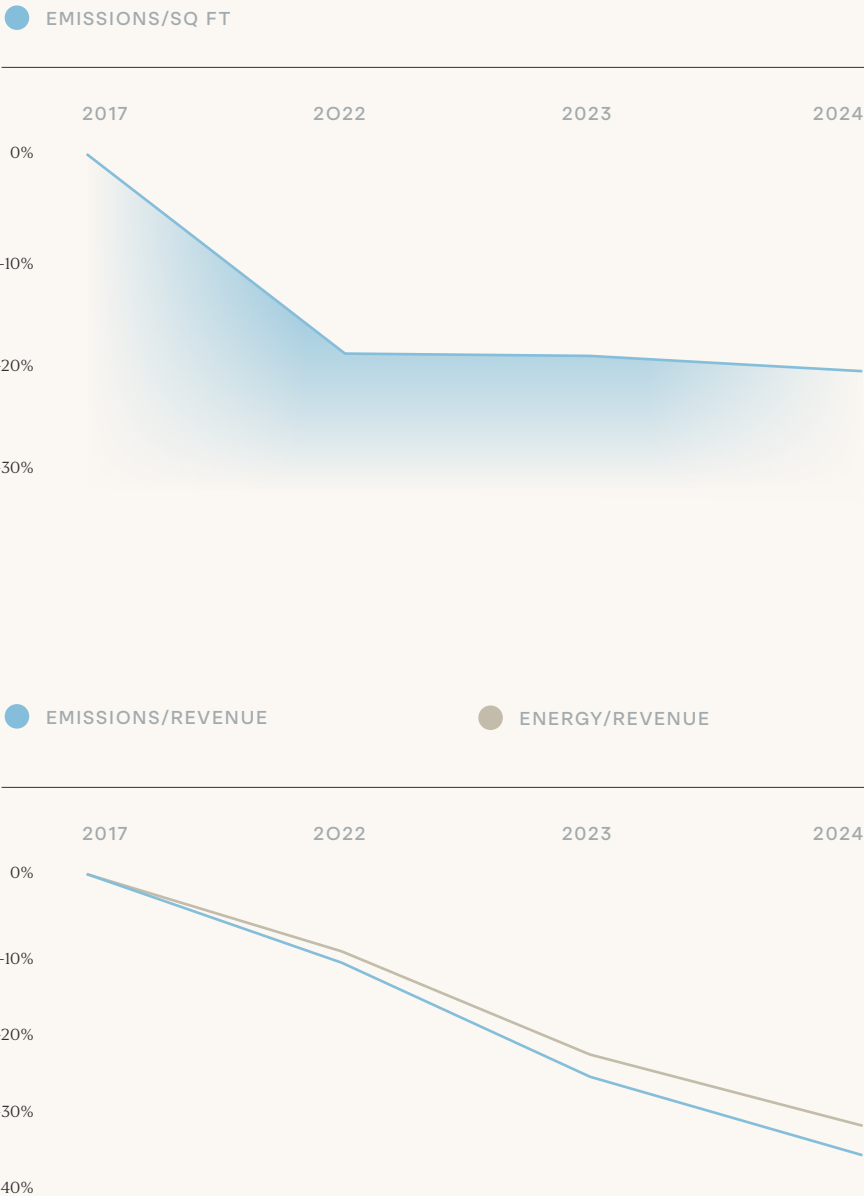
# Bold Steps Through Big Challenges

Our long-term commitment to sustainability is evidenced through our partnerships with local energy providers and our longstanding participation in U.S. Department of Energy (DOE) challenges, which encourage organizations to better our planet through ambitious pledges of improvement.

In our inaugural 2022 ESG report, we announced our participation in the DOE’s Better Climate Challenge, which engages companies to commit to a 50 percent reduction of Scope 1 and Scope 2 greenhouse gas (GHG) emissions intensity by 2032.

We are proud to report our 2024 GHG Scope 1 and 2 emissions intensity is down 22 percent relative to a 2017 baseline, demonstrating solid progress toward 50 percent by 2032.

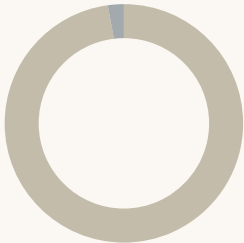
## Emissions Intensity Reduction



TOTAL EMISSIONS	MTCO2E
Scope 1	111,126
Scope 2 (location based)	156,853
Scope 2 (market based)	146,758

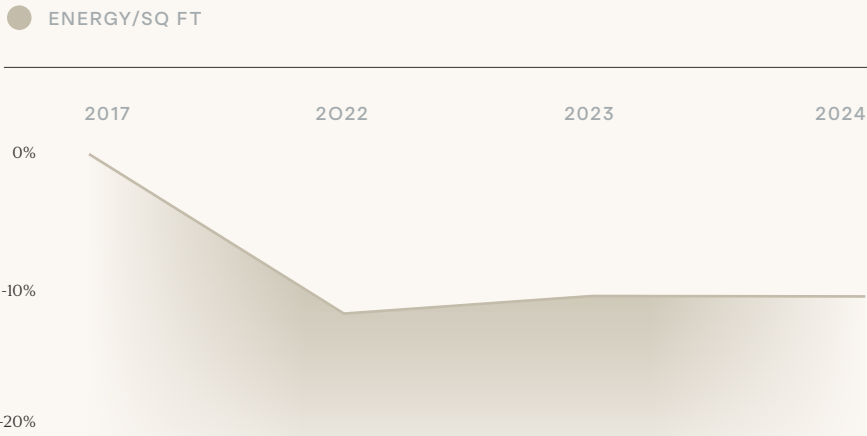
## GHG By Country

U.S.	98.8%
CAN	1.2%





# Energy Intensity Reduction



2022–2023 figures reflect updated data adjustments

In late 2023, we contracted with Xcel Energy’s Renewable Connect Program in Minnesota to procure green energy for nearly 50 percent of the load in supported locations. During our first full year of participation in 2024, we totaled 16.25 GWh of renewable energy.

Our desire for innovation and climate action goes beyond our own organization’s impact, which is why Life Time provides experience and guidance to encourage the adoption of alternative solutions across industries.

In continuation of our partnership with the Department of Energy after having achieved our energy reduction goal through their Better Building Challenge in 2022, Life Time contributes to the DOE’s Commercial Building Heat Pump Accelerator Program. This is a cross-collaboration of stakeholders, building owners, and manufacturers working to accelerate the development and adoption of heat pump packaged rooftop units (RTUs) to achieve cost-effective, energy-efficient solutions for buildings. Life Time has been an early adopter of heat pump RTUs, which have been proven to reduce GHG emissions and energy costs by up to 50 percent.







# Designing for the Future

As local regulations around building performance standards continue to change, including upcoming requirements for all-electric buildings (such as in the Boston and Denver areas), we tap the expertise of our in-house Development team, including Property Management, Architecture, Engineering, Construction and Sustainability staff, to develop and inform our future building designs.

Since 2017, many of our buildings have been designed with one single energy-recovery unit, which pulls outside air in for the fitness floor — a space where air quality has elevated importance. This single unit eliminates the need for all other RTUs to supply outside air to the building and centralizes ventilation, allowing us to more efficiently minimize energy use and reduce costs related to heating and cooling for outside air.

## BUILDING CONTROLS

We recently implemented strategic enhancements to our building controls to optimize HVAC performance and more consistently maximize energy efficiency throughout our unique spaces.

## PEOPLE FIRST

On a broader scale, we have also increased our internal expertise with new subject matter expert Team Members who are responsible for managing and optimizing our mechanical systems with more efficiency and greater transparency. We have also invested in outside services and maintenance programs through vendor partnerships utilizing national and regional experts whose knowledge and experience help us care for and maintain these expensive assets.

## Operations and Efficiencies

We continue to use operational efficiencies as a primary source of reducing our GHG emissions intensity, investing in our current portfolio of buildings by incorporating new technologies and efficiency strategies with a forward-looking mindset to prioritize sustainability.

Our HVAC systems continue to be a primary focus for gaining efficiency and improving the member experience within our athletic country clubs. Life Time relies on many rooftop units to properly heat and cool our buildings. These units require ongoing maintenance, such as regular filter changes, to ensure the desired output and maintain consistent temperatures throughout our buildings. Thousands of filters are changed each year. Our PleatLink Plus Filters System offers better efficiency, increasing airflow by 10 percent compared to traditional filters, and reduce fan amperage by 10 percent, thereby reducing overall electricity consumed.

In addition, this unique system employs a filter that hangs onto a reusable wire rack instead of a traditional cardboard box frame that is typically discarded after use. This greatly reduces the amount of cardboard waste in this process, saving an estimated 50,000 pounds of discarded cardboard each year.



## Lighting the Way

One of our highest electrical needs and significant contributors to our GHG reductions strategy is the lighting in our athletic country clubs. Since 2017, we embarked on a multi-year project to retrofit lighting in our buildings to strategically and efficiently light all our indoor spaces using LEDs. In recent years, we expanded LED use outside of the clubs, including in outdoor signage and surrounding the tennis and pickleball courts. Lighting will continue to be an important consideration for improving efficiency in our new building designs.

## Efficiency with Purpose

### LIFE TIME EDINA AT SOUTHDAL

Traditionally, commercial buildings use gas for heating and refrigerant for cooling as independent systems. At our Edina club, we have interconnected these systems to take advantage of both. We have low-temperature chillers producing chilled water for building cooling, rather than releasing or “rejecting” the byproduct heat into the atmosphere where it dissipates. Our system captures and pipes the heat into heat exchangers for the domestic water, pools, and whirlpools in order to dramatically reduce the need for gas heating during the cooler months. This substantially reduces natural gas use through the system.

## Innovative Sustainability

### LIFE TIME ROSEMOUNT

Opened in late 2024, our Rosemount club includes sophisticated sustainable mechanicals designed to allow the HVAC to operate differently than traditional systems. Rather than drawing 100 percent of air from outside for indoor pool-area ventilation, the Rosemount HVAC modulates outside air and returns it to the natatorium with air sensors to maximize and minimize outside air. This strategic design improves energy efficiency without sacrificing the quality of air within the space.

## Real-Time Responsibility

### LIFE TIME CHANHASSEN

We launched targeted initiatives in 2024 with the pool infrastructure at our Life Time Chanhassen club. We carefully assessed our pool pump variable frequency drives (VFDs) with a goal of optimizing performance while minimizing energy consumption. Upgraded controls in the steam rooms also were implemented, contributing to more efficient and regulated energy use in these areas as well. Continual monitoring of domestic and pool water systems in real time aims to promptly identify and rectify leaks or autofill issues and minimize water waste.





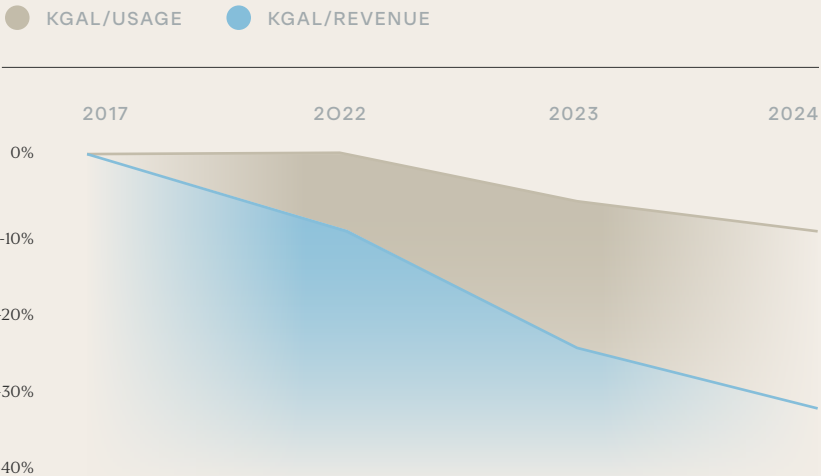


# Water Use: Soaking in the Life Time Experience

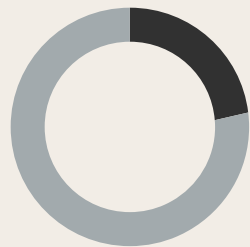
Similar to the detailed tracking and reporting of our GHG emissions, we measure our water use and report on water withdrawn, discharged, and consumed across our club locations and corporate buildings in the U.S. and Canada. Water is an integral part of our members’ daily experience in the clubs. They fill up a water bottle, take a dip in the pool, enjoy showering with towels we launder in house, and order a smoothie in the LifeCafe before exiting to walk through manicured outdoor greenspace. We recognize that our water use will continue to increase as our membership base grows, and we aim to conserve wherever possible.

We recently took a deeper dive into our water usage through a water inventory similar to our GHG inventory. We reviewed site-level information across our entire portfolio, including our system level submeters, to identify outliers and potential refinements in utility usage, in order to create an actionable roadmap that supports our current water reduction strategy.

## Water Intensity Reduction



● CONSUMED 22%  
● DISCHARGED 78%





## Amenities

Our amenities are designed to mirror the comforts of home and great hospitality. We balance these goals with our continued investments in responsible water use by utilizing low-flow, high-efficiency fixtures throughout our clubs, most notably in our locker room showers, sinks, and toilets. Our showers use 1.25 gallons of water per minute (GPM), which is well below the U.S. Environmental Protection Agency’s requirement of 2 GPM and likewise below the lowest jurisdictional requirement in California at 1.8 GPM.

After showering, members enjoy towel service included in their membership. These towels require consistent upkeep and cleaning through our in-house laundry facilities. We use high-efficiency washers with curated wash cycle features right-sized to use only the necessary water levels to ensure cleanliness. Behind each of the high-quality products offered in our locker rooms is a commitment to better well-being and a better world. We have thoughtfully sourced more sustainable, environmentally responsible products that align

with our Life Time values. Even the smallest choices that often go unnoticed are made with reflection and care to support our goal of sustainability improvements within all our spaces. We dispense soap from refillable containers around both the sinks and showers in order to reduce the amount of plastic waste. It has been estimated that our ultra-concentrated hand soap saves over 19,000 pounds of plastic each year — the equivalent of 589,000 water bottles.

Our LifeSpa provides more than just a beautiful spa experience. We offer and use products in our spa and salon spaces that are curated for high-quality ingredients free of potentially harmful sulfates, parabens, and silicone. We also prioritize partnerships with responsible brands that have proven commitments to sustainability practices in place as well as efforts to align with the Environmental Working Group’s (EWG) guidelines and best practices for safer personal care products.

## Purposeful Partners

### EMINENCE ORGANICS

As a certified B Corporation, Eminence goes beyond beauty. Our partner is focused on solving social and environmental issues within all aspects of their business. From organic farmed ingredients, to clean electricity building power, to recyclable or biodegradable packaging, to sustainable transportation and distribution.

240K

TREES PLANTED IN PARTNERSHIP  
WITH EMINENCE SINCE 2017

### SOAPBOX

Our shower amenities not only reduce plastic waste, but also give back with in-kind community donations. Through our partnership with Soapbox, we have contributed to those in need across the globe — in 15 U.S. states, in 10 countries, and on three different continents.

1.5M

BARS OF SOAP  
DONATED







## Proud of Our Pools

As one of the largest pool providers in the U.S., we recognize the importance of responsibly stewarding our water usage across our Aquatics amenities. In 2024, we invested in a personalized cloud-based pool control system to consistently monitor various water-use metrics and water quality within our features, including pools, cold plunge immersion, whirlpool spas, and waterslides.

The new controllers provide us with more real-time monitoring than ever before, including leak detection, information security, data capturing, and increased reporting functionality. We began transitioning to these systems at select locations, and they have shown promising process improvements. Our goal is to continue expanding these systems across our Healthy Way of Life destinations.



## Greenspaces with Impact

The lush green landscapes and well-maintained natural plantings are some of the first inviting features that represent our elevated brand and welcome our members. At many of our locations, landscaping includes grass, gardens, and trees, all of which may require irrigation. These green spaces represent a significant portion of our consumed water through vegetation absorption, transpiration, and evaporation.

We are in the process of redesigning our landscape specifications to incorporate more drought-tolerant plantings and reduce our dependence on complicated irrigation systems and consumptive water use, while maintaining the friendly and inviting entrances to our grounds.

### NURTURING NATIVE PLANTS

Opened in April 2024, Denver West is our seventh location in Colorado, and its large-acre property provided an opportunity for creative landscape design. Our landscape of native and adaptive plants reduces our dependence on potable water, overall maintenance costs for outdoor areas, and use of fertilizers.



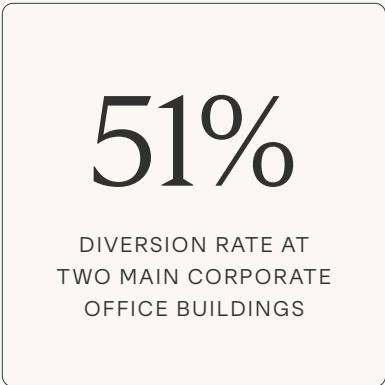


# Waste: Diverting Beyond the Bin

While we commit to recycling efforts and encourage all our operations to color code and label all trash bags and recycling bins, we understand waste reduction goes far beyond simply diverting materials from landfills. It’s about defining progress, building a culture of reduction and recovery, and mindfully disposing of necessary refuse in ways that reduce our overall impact.

We offer sustainability training for our Team Members that includes recycling procedures as part of available continuing education, track diversion rates across every location, and identify opportunities for improvements at the club level.

At our corporate offices in Chanhassen, Minnesota, our two main 105,000-square-foot buildings host more than 1,000 Team Members. Cardboard from deliveries, along with kitchen and bathroom facilities waste, are our primary sources of waste at these buildings. Composting and recycling are a key focus area in our waste diversion strategy, and each building includes detailed signage in kitchens and bathrooms to educate and direct employees where to dispose of compostable materials, recycling, and trash.



\* Includes club locations and corporate locations serviced by our national waste provider





# LIFE CAFE



## Small Steps Add Up to Big Impact

**REFILLABLE WATER STATIONS** found throughout the fitness floor reduce demand for disposable plastic water bottles and encourage members to use reusable bottles.

**FOOD DONATION PROGRAMS** are now ongoing at various Life Time locations and many of our athletic events across the country. The simple act of storing leftover food and donating it to local organizations that feed the underserved not only reduces food waste, but it provides a meal to someone in need.

For our events in Miami, Life Time partners with Gradible, an innovative environmental concierge supporting comprehensive sustainability solutions across various industries. In 2024, we supplied a local Miami-based nonprofit with over 300 meals and 200 bags of snacks, supporting their mission to feed underserved individuals of diverse backgrounds and ages.





# Running Toward Zero Waste

Life Time hosts more than 30 public athletic events each year across the country, including marathons in Miami and Chicago and cycling races through the panoramic peaks and alpine air of Leadville, Colorado. We're proud to take the lead in waste reduction efforts at our events, making sure our participants and fans can focus on leaving it all at the finish line — and not in landfills.



## MIAMI MARATHON AND HALF MARATHON

20K+	EVENT PARTICIPANTS
522	POUNDS TOTAL WASTE DIVERTED
8,857	PLASTIC BOTTLES RECYCLED
7,294	ALUMINUM CANS RECYCLED
1.584	TONS OF CO2 EMISSIONS DECREASED

Life Time partners with Champions of Green for all our Miami events to enhance our sustainability initiatives, including our recycling efforts. This partnership provides us with chain-of-custody logistics, to repurpose materials into valuable new products and clothing rather than ending up in landfills, thereby supporting a circular economy.

Life Time Foundation also hosted a beach clean-up event during the marathon events, upholding our commitment and desire to responsible stewardship and community partnership in our event locations. Through the clean-up activities, more than 300 pounds of trash were collected.

## LEADVILLE RACE SERIES

90%	TOTAL WASTE DIVERTED FROM LANDFILLS
-----	-------------------------------------

We are committed to helping maintain the pristine beauty of the surroundings that make our Leadville Race Series (LRS) events so special. We work to manage our LRS events' waste-management strategy, recycling, and composting efforts through a partnership with Cloud City Conservation Center (C4), a Colorado-based nonprofit dedicated to conservation efforts in the area. At every event, C4's Zero Waste Coordinators can be identified wearing green shirts and assisting supporters and attendees with properly disposing of their waste in the correct bins. We also help ensure our vendors follow Zero Waste Guidelines and ask that all public consumption materials be BPI-certified compostable. While we're proud of our unique LRS events and the character reflected in our t-shirts that promote them, we recognize that overproduction and overconsumption of clothing can contribute to event waste. In 2023, we created a registration feature that allows participants to opt out of receiving a race t-shirt if they do not want to receive one.

## Purposeful Partners

**SNEAKER IMPACT**  
Each year at the Miami Marathon, Sneaker Impact transforms worn-out running shoes into valuable resources. Through an innovative process, Sneaker Impact disassembles shoes at the end of their life, separating components like rubber, foam, and textiles to create high-purity materials for reuse in supply chains, advancing material circularity and reducing waste. Together, we're making strides toward a more sustainable future, one step at a time.

650	PAIRS OF SNEAKERS RECYCLED
812	POUNDS OF FOOTWEAR DIVERTED FROM LANDFILLS



# HEALTHY

“Everybody in this company seeks every day to do better than the day before, with real respect and integrity. It’s a matter of doing the right thing all the time, whether someone’s watching or not.”

— BAHRAM AKRADI, FOUNDER, CHAIRMAN, AND CEO

# PRINCIPLES



# Guiding with Consistent Vision

From navigating the unexpected during the pandemic to going public in 2021, Life Time has been ever thoughtful about its standing over the past five years — and our vision remains constant. From our inception, Life Time has always been more than a gym — it’s a place people love to go to find community. “We haven’t deviated from that goal since the beginning.” CEO Bahram Akradi said in a recent interview with *Twin Cities Business*.

But corporate America has its own form of natural selection. “The species that adapt are capable of transforming. We have been adapting nonstop,” Akradi noted. And true to his vision, the company has moved and evolved throughout major world events, growing and expanding its offerings and programs in the areas of health, wellness, and hospitality.

## Our Board of Directors

Life Time continues to maintain a forward-thinking and inclusive leadership perspective. Our board members and senior leaders bring diverse expertise and backgrounds to the table. They guide our business practices, set the standard for responsible behavior, and navigate challenges with effective, innovative leadership and financial expertise.

We have adopted corporate governance rules consistent with NYSE standards as a framework for our Board of Directors and its committee operations. Four committees of the board oversee various aspects of company operations: Audit, Compensation, Nominating and Corporate Governance, and Capital Allocation. For further information on our board composition and guidelines, see our [2024 Proxy Statement](#) and [Corporate Governance Guidelines](#).

## ESG Oversight

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.

In 2024, the ESG Steering Committee, led by the Director of ESG Programs, expanded to include a broader 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.

# Ethical Conduct

Life Time is dedicated to conducting business honestly, ethically, and in accordance with all laws, rules, and applicable regulations to our business. The Code of Business Conduct is applicable to all Life Time Team Members, officers, and directors, and acknowledged by Team Members to ensure they understand their ethical responsibilities as Life Time employees. The Code serves as a guide for our Team Members as they engage in business dealings, manage expectations for health and safety measures, discuss our business publicly, and protect our company data. In particular, our Team Members receive annual training on topics reflected in our Code of Conduct, including security awareness, anti-discrimination, and workplace safety.

Our Human Rights Policy further addresses our commitment to inclusion, nondiscrimination practices, safety for all, adherence to labor laws, and reporting obligations for our Team Members.

We provide support in various forms to report any potential violations of conduct, including contacting a supervisor, Legal Department, Employee Relations, or an anonymous 24/7 Team Member Hotline phone number and email address. Life Time provides hotline reporting data to the Audit Committee on at least a quarterly basis.







## Data Privacy and Cyber Security

Life Time is committed to the safety and security of our members and Team Members, whether in our facilities or engaging on our digital apps. Our principal Privacy Policy and state-specific privacy addenda outline our approach to data collection, use, and access. We require annual training on Information Security to help our Team Members in protecting personal data.

We take a risk-based approach to our cybersecurity program, led by our Chief Digital Officer and Chief Information Security Officer and modeled on the National Institute of Standards and Technology (NIST) framework. This framework analyzes the potential for material risks based on their likelihood and potential impact. We are continuously improving our program within the NIST framework based on industry trends and business needs. We conduct regular third-party audits, assessments, exercises, and testing to assist in improving our programs. This program includes 24/7/365 monitoring to facilitate our investigation and response to external or internal threats.

We evaluate potentially credible, foreseeable, material risks through our Enterprise Risk Management (ERM) program, including cybersecurity. We provide an overview of these enterprise risks to our Audit Committee at least annually.



# Innovation, growth, and resilience will guide our future.

We have an obligation as an entity to keep educating people on the factors that can make a real, measurable difference in their lives. And Life Time's environmental, social, and governance practices are integral parts of our commitment to Healthy People, a Healthy Planet, and a Healthy Way of Life. This commitment 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.

“As I get older, I realize that we are so incredibly small, and our impact may be smaller than could ever be registered. Instinctively, I know that I am wired to protect. What I care about and love so much is this planet, Mother Nature, and its beauty. I don't know that I as a human being will alter the ultimate course of what happens on this planet, but I do know we need to love it, respect it, and care for it more. So, I would love to know that when I'm gone one day, I will have had a small impact by encouraging more people to love and care for our world.”

— BAHRAM AKRADI, FOUNDER, CHAIRMAN, AND CEO



# APPENDIX



# Forward-Looking Statements

This 2024 ESG Report contained “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 was not incorporated therein. All financial figures indicated in this report are in U.S. dollars, unless otherwise noted.

Our 2024 fiscal year covered within the report represents the calendar year from January 1, 2024, to December 31, 2024, unless otherwise defined for our operations in the United States and Canada. Our financial report data reflects both countries of operations. The scope of our financial reporting does not align completely with the scope of our GHG emissions intensity,

which does not include any of the operating Life Time Living, construction prior to grand opening to athletic event operations.

This report follows the Greenhouse Gas (GHG) Protocol and accounting standards for measuring, managing, and reporting GHG emissions. Information provided also integrates recommendations of the Sustainability Accounting Standards Board (SASB). SASB standards identify a subset of environmental, social, and governance issues relevant to financial performance and enterprise value for various industries. Under the SASB framework, Life Time is in the Leisure Facilities industry, which includes companies that operate entertainment, travel, and recreation facilities and services. In addition to athletic country clubs, companies in this industry operate amusement parks, movie theaters, ski resorts, sports stadiums, and other venues generating revenue by providing live, digital, and/or interactive entertainment to millions of guests annually across various locations. For data responsive to various SASB standards, see page 44.

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.



SASB

TOPIC	CODE	ACCOUNTING METRIC	2024 RESPONSE
Energy Management	SV-LF-130a.1	Total energy consumed	3,565,865.5 GJ
		Percentage grid electricity	40.3%
		Percentage renewable	1.64%
Customer Safety	SV-LF-250a.1	Fatality rate	0
		Injury rate for customers	0.32
		Injury rate per 100,000 member swipes, excludes guest counts	
Workforce Safety	SV-LF-320a.1	Total recordable incident rate (TRIR)	3.9 Permanent 2.46 Seasonal
	SV-LF-320a.1	Near miss frequency rate (NMFR)	2.4 Permanent 2.0 Seasonal
	SV-LF-320a.1	Days lost due to work-related injury	5,181
	SV-LF-000.A	Attendance	114,507,206
	SV-LF-000.B	Number of customer days	365



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