

Life Time Group Holdings, Inc. Responsible and Ethical Sourcing Policy

INTRODUCTION

The Responsible and Ethical Sourcing Policy (the “Sourcing Policy”) of Life Time Group Holdings, Inc. and its subsidiaries (collectively, “Life Time”) sets forth the minimum responsible and ethical sourcing standards for all third-party providers of goods and services (“Suppliers” and individually each a “Supplier”) to Life Time. Upon reasonable advance notice, Life Time reserves the right to audit, and request copies of records demonstrating, Supplier’s compliance with this Sourcing Policy.

STANDARDS

Lawful Corporate Practices

Suppliers comply in all material respects with all applicable state, local, national and international laws, regulations and standards, including without limitation as relates to employment, labor, human rights, information security and privacy, anti-corruption and product safety. Additionally, fraud, bribery, corruption, money laundering and insider trading is not permitted.

Environment

Suppliers use responsible environmental practices. Depending on the scope and complexity of the goods and services provided, Suppliers must comply in all material respects with all applicable legal requirements, policies and management systems regarding sustainability and environmental related obligations.

Diversity, Equity, and Inclusion

Suppliers demonstrate a commitment to inclusion, equity and diversity in the workplace. Business decisions, including placement and promotion, should be based on qualifications, performance and experience.

Forced Labor

Suppliers operate with employees who have freely chosen employment. There is no forced, bonded or involuntary prison labor, nor human trafficking in any part of the workforce. Suppliers’ workers are not required to pay fees to obtain work and are free to leave their employer after reasonable notice.