

LIFETIME[®]

HEALTHY PEOPLE. HEALTHY PLANET. HEALTHY WAY OF LIFE.

LETTER FROM OUR CEO



Dear World,

In March 1994, Life Time broke ground on its first health club. Different from the start, it was a comprehensive ecosystem that went far beyond fitness to encompass all aspects of well-being: the way people think about their health, the choices they make, their relationships with each other and the planet we all call home.

Today, with over 160 athletic country clubs across the nation, Life Time is known and loved for empowering its members to live healthy, happy lives, making a positive impact on the way the world lives, works and plays.

The company has always moved with a necessary boldness. It's how we transformed an industry and defined a whole new category of business. And long before corporate responsibility began to take shape in a format – ESG – to evaluate a company's environmental, social and governance practices, we adhered to a concept called "Doing the Right Thing".

From day one, every decision was deliberately made knowing that, as part of the larger infrastructure, our choices not only affected the health of individuals, but also the well-being of a broad, expansive system.

I'm proud of what we've done and what we are committed to continuing — leading with care and compassion, prioritizing health to make a positive impact on people and the planet.

Our inaugural ESG report provides insight into the considerable impact we've made over these past 30 years, highlights today's work and solidifies our intentions for the future. Our performance results are just one part in this extremely significant story.

In Health,

A handwritten signature in black ink, which appears to read "Bob Whitham". The signature is fluid and cursive, written in a professional style.

Since our founding more than 30 years ago, Environmental, Social and Governance (ESG) principles have been at the core of Life Time's business model: Our mission is to provide entertaining, educational, friendly and inviting experiences of uncompromising quality to empower everyone to live a healthy and happy life.

One of the fundamental aspects of our business has been to serve the social good and operate our business with integrity and respect for all. When our members improve their physical and mental health through exercise, nutrition and healthy communities, they can be more productive and resilient, and can live longer with fewer health risks.

We support this by delivering our services with a fair and inclusive mindset and with engaged, member-centric team members in high-quality athletic country clubs designed and operated to promote member experience and resource efficiency. In doing so, our purpose and profits align. We make a difference for our members, team members and the communities we serve, while also operating a successful business.

In this, our inaugural ESG Report, we have highlighted our 2022 accomplishments in the context of our company's focus on ESG-related initiatives over the past 30 years. We have outlined the efforts that we believe have made an important social or environmental impact and illustrate our ESG commitment to further advance the well-being of the communities we serve.

(+) STAKEHOLDER ENGAGEMENT

In 2022, Life Time conducted an ESG materiality survey. We have used the results of the survey to help focus our ESG efforts on the topics of greatest import and impact for our organization, including a particularly strong focus on our social mission to improve member and team member well-being through healthy, safe and high-quality environments. We intend to periodically revisit our materiality assessment as our ESG program evolves, while also evolving our reporting and disclosure for future growth in this space.

Healthy people on a healthy planet yields a healthy way of life



ESG is at the core of our foundation and business practices

2022
At A Glance

\$1.823M
Total Revenue

40+
Major Markets

161
Locations

16M
Square
Feet

30
States &
Provinces

1.4M
Members

776,000
Memberships

34,000
Employees

8,800
Certified Fitness
Professionals

86M
Club
Visits

124
Visits Per
Membership

LIFE TIME

HEALTHY PEOPLE. HEALTHY PLANET. HEALTHY WAY OF LIFE.

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ABOUT THIS REPORT

This report contains information about Life Time's Environmental, Social and Governance (ESG) strategy and performance. In addition to the information found in this report and on our website, we externally report on ESG-related issues in our Annual Report on Form 10-K and Proxy Statement, although this report is not incorporated therein. All financial figures indicated in this report are in U.S. dollars, unless otherwise noted.

Unless otherwise noted, this report covers our 2022 fiscal year, which is the calendar year from January 1, 2022 to December 31, 2022, for our operations in the United States and Canada.

This report 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 37.

HEALTHY



PEOPLE

The individuals we employ and serve represent the heart of our company. Our social goal is to advance the well-being of our communities — including our team members, members and the broader community — by helping people live healthy, happy lives. We employ approximately 34,000 team members and serve 1.4 million members in more than 160 destinations across the United States and Canada. Life Time is committed to being a place where all members and team members feel they belong, while providing them with opportunities to thrive, grow, and achieve their goals.



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EDUCATION

At Life Time, our social pillar is grounded in education — training and certification in the operational practices that create a premium experience for our members, with the safety of our members and team members at our athletic country clubs and athletic events at the top of the list.

(+) LIFE TIME EDUCATION

To support our commitment to healthy and safe operational practices, we founded Life Time Education (LTE), formerly Life Time University (LTU), in 1996. Initially, LTU developed and delivered education for team members at our new club openings. Since then, Life Time Education has grown into a full-service learning and development function, expanding beyond orientation and certification into professional development for team members to master their current role and prepare for their next one.

Today, LTE develops and curates training, certification and other professional-development courses for all our team members — including role and leadership certification; training on service and hospitality; and diversity, equity and inclusion (DEI) topics.

In 2022, our team members completed more than 600,000 hours of training and certification based on their job description and professional interests, which included nearly 400 curricula with over 1,300 unique courses. We assign annual training to all team members on information security awareness, keeping kids safe and preventing harassment, and additional training to club team members on various issues including workplace safety and employment practices.



OUR TEAM MEMBERS

30+ Average hours of learning for full-time employees

20+ Average non-mandatory hours of learning for full-time employees

~14K Safety training hours completed

HEALTH & SAFETY

We aim to help our members and team members live healthy lives and do so in environments that prioritize health and safety practices. From the programs and services we offer members, to the training and certification we provide our teams, to the end-to-end operations of our athletic country clubs, we take health and safety seriously.

(+) WORKPLACE SAFETY

We have established workplace safety operating procedures reflecting the breadth of our operations. They range from the use of personal protective equipment (PPE) and chemical labeling and storage, to handling inspections and child protective services reporting.



(+) EQUIPMENT SAFETY

We aim to provide safe equipment for our members to use throughout our athletic country clubs. We follow ASTM International guidelines for various amenities such as our waterslides and rockwalls. Our in-house technicians, engineers and/or operations team members perform internal inspections and preventive maintenance processes for our fitness equipment. They complete these weekly, monthly, quarterly or annually, depending on the need of that task. We also have over 150 inspections or planned maintenance tasks for our mechanical and safety equipment; these tasks are performed internally or externally, depending on jurisdictional requirements.

(+) SAFETY TRAINING

We regularly train our team members on safety procedures. Given the uniqueness of our large athletic country clubs, we have created a multipart safety guide called THINK that addresses safety practices throughout our environments, supported by dedicated learning modules. Our safety training broadly addresses incident and workers' compensation reporting, workplace safety issues and emergency response.

(+) INCIDENT REPORTING

We have an established electronic incident reporting system for reporting and managing incidents within our clubs. We also use video surveillance and zone monitoring in various areas of our clubs to support our safety practices and investigate safety-related incidents when warranted.

(+) EMERGENCY RESPONSE

We provide our team members with safety training to help recognize and respond to a variety of emergency situations, including medical incidents, accidents and various threats outside or inside our clubs.

We also have a Safety Response Team (SRT). SRT team members are trained in CPR and first aid, and practice emergency drills to facilitate our response to emergency situations.

(+) CLEANING PROTOCOLS

We are dedicated to keeping our spaces clean and safe through enhanced and ongoing training on cleaning practices for all team members, including deep cleaning and ongoing disinfection of high-touch areas throughout our clubs. Consistent with our ethic to maintain clean spaces, we supply self-cleaning stations for members on the fitness floor, and publish club etiquette guidance encouraging members to wipe down equipment and sink areas in locker rooms.

(+) KIDS SAFETY

Our safety training for kids activities team members starts upon hire, when they are required to complete our Keeping Kids Safe training. We obtain special licensing and provide specialized training that individual states or local jurisdictions may require for child centers or summer camp programs.

(+) AQUATICS

We operate hundreds of bodies of water, including indoor and outdoor leisure, recreational and athletic training pools. We require that all aquatics team members are certified as lifeguards, and in the use of first aid, CPR and AED use through reputable certification programs such as the American Red Cross or Star Guard. Life Time also employs lifeguard instructors to efficiently train our team members and others in the community. In 2022, we certified nearly 4,500 team members and members of the community in lifeguarding, and nearly 11,000 team members in first aid, CPR and AED use with support of the Red Cross.

We also require direct parental supervision of children who cannot swim a pool length (25 meters) without aid. During the summer pool season, we assist parents and kids in determining their swimming ability with a formal test in our pools. If children or adults need additional swim instruction, we have a robust swim lesson program that uses a continuous format, allowing for flexible schedules and progression at the person's pace. Once started, children or adults continue through each level seamlessly as their swim abilities progress and they become comfortable and confident in the water.

(+) PHYSICAL AND MENTAL HEALTH

We consider the physical and mental health of our team members as a part of overall health and safety. We offer a full range of benefits to our team members, including multiple competitive medical, dental and vision insurance plans, as well as mental health support resources available in multiple formats, including Life Time Mind — a holistic performance coaching program aimed at helping our employees optimize their performance, achieve their goals and enhance their well-being. In addition, all team members receive a free Life Time membership to our athletic country clubs for themselves or their families.

DIVERSITY, EQUITY & INCLUSION

Our goal is to make Life Time a place for everyone, where each individual feels welcomed, respected, supported and valued, and can fully participate in their Healthy Way of Life journey. Our team members are critical to this mission. We believe we can better deliver a premium member experience reflective of the diversity of our membership base by recognizing, empowering and celebrating the unique talents, backgrounds and perspectives of all team members. We are committed to being a place where all members and team members feel they belong.

In 2022, we continued to implement our diversity, equity, and inclusion (DEI) strategy — a Place for Everyone. A key goal of our workforce inclusion strategy is to improve the representation and engagement of diverse team members, including among our club and corporate leaders, as well as on our Board of Directors.



(+) CULTURE OF INCLUSION

Leading with love to welcome everyone to experience the Healthy Way of Life

(+) MENTOR & COACH

Supporting team members with formal personal and professional development with a mentor

(+) CLOSE THE GAP

Working for our teams and leaders to reflect the diversity of the communities they serve

(+) EXPAND OUR COMMUNITIES

Building strategic relationships that create impact and growth in the communities we are a part of

CULTURE OF INCLUSION

The goal of our first pillar of DEI is to provide an environment that promotes leading with love to welcome everyone to experience the Healthy Way of Life.

(+) INCLUSION COUNCIL

In 2020, we created an Inclusion Council composed of more than 20 core team members and more than 400 ambassadors. Collectively, these individuals represent each of our club locations and many corporate divisions. Our Inclusion Council works through nine committees — such as National Partnerships and Development, Social Media, and Internal Communications — to identify and incubate areas for growth within our organization with respect to diversity, equity and inclusion. Our Inclusion Council encourages team members to advance ideas and actions that help us create a more inclusive culture.

(+) ENGAGEMENT FORUMS

Continuing a series started in 2020, we held 13 engagement forums in 2021 and 2022 combined, led by Inclusion Council members. This creates opportunities for team members to learn and exchange ideas on topics such as allyship, unconscious bias, inclusive meetings and hiring, and disability and gender equity.

(+) CELEBRATION DAYS

We made our paid time-off program more flexible by permitting team members to take vacation on Celebration Days that are important to them versus the tradition of established standard holidays.

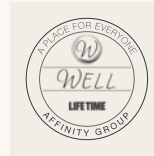


(+) INCLUSIVE NAME TAGS

We created more gender-inclusive name tags by allowing team members to use self-identified pronouns.

(+) EMPLOYEE RESOURCE GROUPS

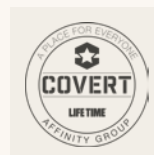
We believe belonging can be fostered by shared experience and allyship, and we have long supported employee resource groups at Life Time. The purpose of these groups is to provide team members with opportunities that support a sense of belonging, professional development, recruiting and retention, innovation, and building relationships.



Formed in 2014, the first affinity group at Life Time was WELL — Women Empowering Leadership at Life Time. Over the years, WELL has expanded its reach beyond our corporate office (where it originated with a small group of women leaders) to our clubs, reaching hundreds of team members each month.



In 2022, SPARK — Sexuality, Pride, Allyship, Respect and Kinship — was formed for members and allies of the LGBTQIA+ community. It is focused on advocating for LGBTQIA+ team members and members at Life Time.



In 2022, a group of team members with or associated with military service formed COVERT — Community, Outreach, Veterans, Engagement, Relationships, and Transition. COVERT provides a forum for team members in the military or veterans who once served, to connect and share the unique experience of spending time in the service.

(+) CELEBRATING DIVERSE CULTURES

Over the years, various months have become associated with the recognition of diverse cultures or histories in the United States. We use those occasions to honor and celebrate their diversity with themed events and classes in clubs, team member recognition and engagement, and external communication recognition in various channels such as social media.



KEY MONTHS

February

Black History

March

Women's History

May

Asian American &
Pacific Islander Heritage

June

LGBTQIA+ Pride

July

Disability Pride

September/October

Hispanic Heritage

November

Native American Heritage



LGBTQIA+ PRIDE MONTH CELEBRATIONS

In June 2022, we celebrated Pride Month by sharing numerous stories and raising awareness on Life Time's social media channels (Instagram, Facebook and YouTube), while our clubs across the United States hosted various Pride events and fundraising in the communities we serve. We also launched Pride-themed apparel available for our team members and members in our LT Store, with 100 percent of net proceeds going to a great cause that supports LGBTQIA+ youth.

(+) LEADERSHIP DEVELOPMENT

In 2020, we partnered with the Ross School of Business (Executive Education) at the University of Michigan to support our goal of developing more inclusive leaders. We launched an Inclusive Leader Survey to our team members, providing the opportunity to submit voluntary, anonymous feedback to their leaders from a DEI perspective. Areas addressed included trust in fair treatment, creation of a diversity-friendly work environment, respect for different views, and commitment to DEI. In 2021, our executives and Inclusion Team became the teachers of this content to our team members. This student-to-teacher process continued in 2022. As we continue to roll out this training to more team members, we monitor and track scores to provide feedback to our leaders to drive top-down inclusion.



(+) LIFE TIME ATHLETIC EVENTS

With 30-plus premium athletic events nationwide, we want to ensure that any athlete can find their place at the start line. With that in mind, we are listening for and learning ways to make meaningful change to benefit the entire Life Time family of athletes, volunteers, partners, team members and the broader endurance-sport community. In 2020, we added non-binary and para registration options at most Life Time Events to make them more inclusive and accessible.



(+) ACCESSIBILITY

We aim to make our equipment accessible to differently abled members. We have equipment pieces that can be incorporated into both a cardio and strength routine available at all Life Time locations. We are committed to continually upgrading and enhancing our equipment for all our members, including those with disabilities.

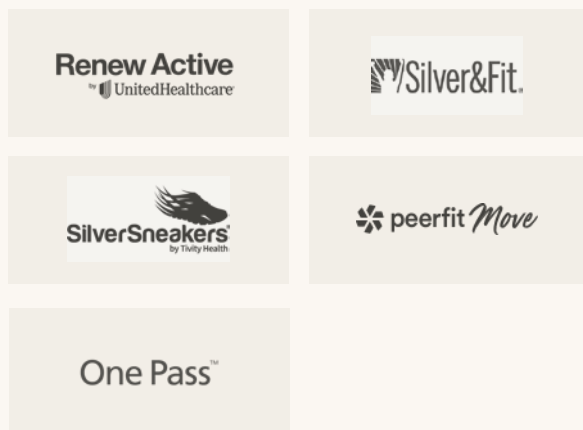
(+) ARORA

We focus on supporting the Healthy Way of Life journey for everyone from 90 days to 90-plus years old. For individuals 55-plus who are committed to active aging, we created ARORA, an active, social and educational community within our clubs that offers specially designed programming. ARORA classes focus on cardio, strength and flexibility, with varying levels of impact to be able to accommodate any needs. We also host social opportunities — including weekly coffee clubs and fun events — to promote community, as well as monthly workshops on nutrition and overall well-being to support healthy aging.

(+) SUBSIDIZED MEMBERSHIPS

Life Time has partnered with insurance companies to build a network of options for this community to improve accessibility to our athletic country club destinations. In 2022, our network of programs expanded to include at least one partnership at each Life Time, offering the opportunity for seniors to use our facilities at subsidized dues rates.

OUR PARTNERS



“ I have improved range of motion. It helped with my neck issues — they’re gone. I just love it and the people are so kind. But mostly, it’s just fellowship. It’s so good to meet so many new people and the staff here are just outstanding. ”

Lucy
Lakeville, MN
member

MENTOR & COACH

The goal of our second pillar of DEI is to support the professional development and performance of our team members through mentoring, coaching and other next-level opportunities, thereby further strengthening team member engagement.

(+) DEI LEARNING

In addition to core job certification training, we develop and offer expanded content for our team members on a range of DEI topics.

(+) CORE INCLUSION COURSES

In 2021 and 2022, we offered five voluntary inclusion courses available to all team members on a variety of DEI topics, including cultural sensitivity, biases, conflict resolution and inclusive leadership. We also added a DEI component to our club leaders' monthly all-team meetings.

(+) DIVERSITY & INCLUSION RANGERS PROGRAM

In 2020, we launched Inclusion and Diversity Rangers, a six-month voluntary program for senior leaders that includes a blend of educational resources, live sessions, personal reflections and action plans to make progress on leadership of diverse, equitable and inclusive teams. In 2022, over 600 team members participated in the program.



(+) MENTORSHIP

In 2021, we expanded our mentor program beyond a club-level pilot program, adding another 75-plus mentors from our club and corporate leadership ranks to create a group of more than 100 mentors. These numbers remained consistent in 2022. Our mentors receive education on adult learning styles, communication, active listening and providing feedback. In addition, tools and resources are provided to support the professional journey of their mentees.

(+) LT ACADEMY

Life Time Academy is a vocational school that offers nationally accredited certifications for personal trainers, group fitness instructors and indoor cycle instructors. This science-based curriculum and certification program turns passion into full careers with employment options at Life Time, as well as other gyms and studios.



(+) AMPLIFY

Amplify represents LifeSpa's commitment to the personal and career growth of beauty professionals through subjects that encompass a variety of learning opportunities. The series highlights undertaught topics, including the skills required to style natural and textured hair, among many other continuing education initiatives. This ensures that our artists deliver the best hair, skin, nail and body-care services, with an ongoing focus on diversity and inclusion, technical education, and business and personal development.

(+) TEAM MEMBER ENGAGEMENT

We monitor team member satisfaction and engagement through the Net Promoter Score (NPS). NPS is calculated through a survey asking team members how likely they are to recommend working for Life Time, how satisfied they are in their current role, and how supported they feel. It also gathers feedback on their leader. We conduct these surveys twice each year to keep a pulse on team member satisfaction and to develop and implement programming and other measures if gaps are presented.

CLOSE THE GAP

The goal of the third pillar of DEI is to create teams and leaders that reflect the diversity of the communities we serve. We want every person who enters our athletic country clubs to feel as though they belong, both as members and team members.



GENDER & RACIAL/ETHNIC DIVERSITY

	2019	2022
WOMEN		
Leadership	52%	52%
Total Team Members	53%	59%

NON-BINARY		
Leadership	•	.06%
Total Team Members	•	.21%

RACE/ETHNICITY		
Leadership	18%	21%
Total Team Members	25%	30%

"Leadership" is Manager level in both club and corporate roles
 Race/ethnicity is defined by our team member responses in the following categories: Asian, Black or African American, Hispanic or latinx, Native American, Native Hawaiian or other Pacific Islander, other, or two or more races.

EXPAND OUR COMMUNITIES

The goal of our fourth pillar of DEI is to build strategic relationships that create impact and growth in the communities we serve to improve health and well-being.

(+) LIFE TIME FOUNDATION

For too many children in the United States, lack of proper nutrition and physical activity puts them at risk for chronic physical, cognitive and socio-emotional disease. That's why Life Time created the Life Time Foundation: so kids can get started on their Healthy Way of Life journey. When kids are well-nourished and physically active, their minds and bodies can flourish. The Life Time Foundation focuses on sustainable, meaningful change in two main areas: youth nutrition and youth movement.

FOCUS 1: YOUTH NUTRITION

The Life Time Foundation supports school food leaders in serving nourishing, delicious food. The Life Time Foundation collaborates with school food leaders and professionals to help them serve wholesome, nutritious and minimally processed meals in schools across the country — including Denver Public Schools, Minneapolis Public Schools and the New York City Department of Education — to support children growing up happy, strong and healthy.

The Life Time Foundation provides school districts with funding to help implement scratch cooking initiatives, such as operational support, culinary trainings and new cooking equipment, as well as through the creation of a free online tool, Green Onion. In 2022, the Life Time Foundation contributed nearly \$900,000 to connect 238 school districts, 7,388 school sites and 4.2 million students with better food alternatives. To date, the Life Time Foundation has given approximately \$7.5 million to connect

425 school districts, 10,902 school sites and 6.1 million students to healthier, more nourishing school meals.

FOCUS 2: YOUTH MOVEMENT

The Life Time Foundation works with schools and community organizations — including Chicago Public Schools, Austin Independent School District and St. Paul Public Schools — to provide kids with access to safe, fun and enriching physical activity. While movement is critical for all ages, it is especially important during childhood. Physical activity empowers kids to build positive physical, social, mental and emotional habits for life.

In 2022, the Life Time Foundation contributed more than \$600,000 to provide 19 community organizations and school districts with more than 25,000 kids access to community-building physical activity, specifically those living in areas hindered by obstacles like school budget cuts, "pay-to-play" sports and diminishing safe public spaces.

Through its "Get Kids Moving!" grantmaking program, the Life Time Foundation provided kids in underserved communities with effective opportunities to get moving, learn and develop new skills, and build lasting community with their peers. In 2022, Life Time Foundation movement grants funded projects like the following: 1) providing historically underserved kids in the Bronx access to organized sports like golf; 2) starting before-school running clubs in Novato, California; 3) bringing yoga to Indigenous and Hispanic communities in Arizona; and 4) setting up a 12-activity family adventure race in Queens.

(+) RIDE OF A LIFE TIME

The Life Time Foundation and the Children’s Miracle Network have partnered to take cycling to a new level with their annual Ride of a Life Time, pedaling for change in children’s health. As statistics tell the story of declining children’s health, this charity cycling event has created a significant impact in getting kids started on their Healthy Way of Life journey.

Across the country, riders join together — in person at Life Time’s 160-plus athletic country clubs and online via livestream — for this all-day fundraising event for children’s healthcare, healthy school meals and enriching physical activity. In 2022, more than 10,000 riders raised more than \$1 million. Since its inception in 2021, Ride of a Life Time has generated more than \$1.6 million, split equally between the Life Time Foundation and Children’s Miracle Network Hospitals.

(+) LIFE TIME FOUNDATION ATHLETES

The Athletes fundraise for the Life Time Foundation’s life-changing mission by training for and competing at some of the nation’s most iconic endurance events, including the Leadville Trail 100 MTB and Run, Big Sugar Gravel, and UNBOUND Gravel. Since Life Time covers all the Life Time Foundation’s administrative costs, every dollar that athletes raise directly supports the mission.

In 2022, the Life Time Foundation partnered with 185 athletes to raise more than \$360,000 for schools and community organizations nationwide to improve youth nutrition and promote youth physical activity.

(+) LIFE TIME LIFTS

Established in 2017, Life Time LIFTS provides emergency assistance to Life Time team members experiencing financial hardships due to natural disaster or unforeseen personal hardship. To date, the LIFTS fund has granted nearly \$8 million to more than 10,000 team members.

(+) PARTNERSHIP

In addition to the contributions of our Life Time Foundation, we have partnered with Soapbox, the purveyor of thoughtfully crafted, clean ingredient products, to provide members a premium amenity experience in our dressing rooms, while also giving back. For each bottle of Soapbox soap used in our showers, Soapbox donates a bar of soap to an individual in need. Together we have been able to donate hundreds of thousands of bars to those in need — and we are just getting started.

QUICK FACTS

\$1M

In 2022, more than 10,000 Ride of a Life Time riders raised more than \$1 million.

\$360K

In 2022, the Foundation partnered with 185 athletes to raise more than \$360,000 for schools and community organizations nationwide to improve youth nutrition and promote youth physical activity.

(+) VOLUNTEERISM

Across our club and corporate locations, our team members donate their time, talent and treasure to make a positive impact on local communities in unique ways. Below are just a few examples of events our team members have participated in to serve their communities.

(+) JUNETEENTH CELEBRATIONS

Our Juneteenth event in Minnesota brought the Minneapolis community together to acknowledge the past; heal, breathe, and move together in the present; and provide a spirit of hope and growth for the future. We partnered with Choose Love Minnesota, 612 Jungle, and Nas Fit — all Black-owned businesses — to celebrate community and bring the event to life. More than 150 people joined in this magical day of choosing love during this divided time in our country.

(+) YOGA FOR YOUTH PROGRAMS



Instructors led youth yoga programs in Minneapolis, Minnesota, and Columbus, Ohio, to more than 100 fifth- and sixth-grade students, teaching them how to use their minds to control their emotions, enhance concentration and memory, teach discipline and reduce impulsivity. The programs also emphasized breathing techniques to help students manage stress and anxiety.



(+) THE DRIVEN FOUNDATION

The Driven Foundation is a central Ohio nonprofit organization we partner with to help local families. Each year 400-plus students are provided with backpacks filled with supplies from Life Time and others to start their school year off right. More than 150 volunteers, including Life Time team members, come together to pack each backpack and hand-deliver them to students at their homes. Over the last three years, Life Time has helped the Driven Foundation distribute thousands of pounds of free food to central Ohio residents. In 2022, we provided 250 families with a week's worth of food.

HEALTHY



PLANET

We believe that a healthy planet and healthy people go hand in hand. Since our founding in 1992, we have worked to help protect the planet through our efforts to conserve energy and water, reduce waste, and inspire environmental action through our members and team members, whether in our clubs, athletic events or beyond.



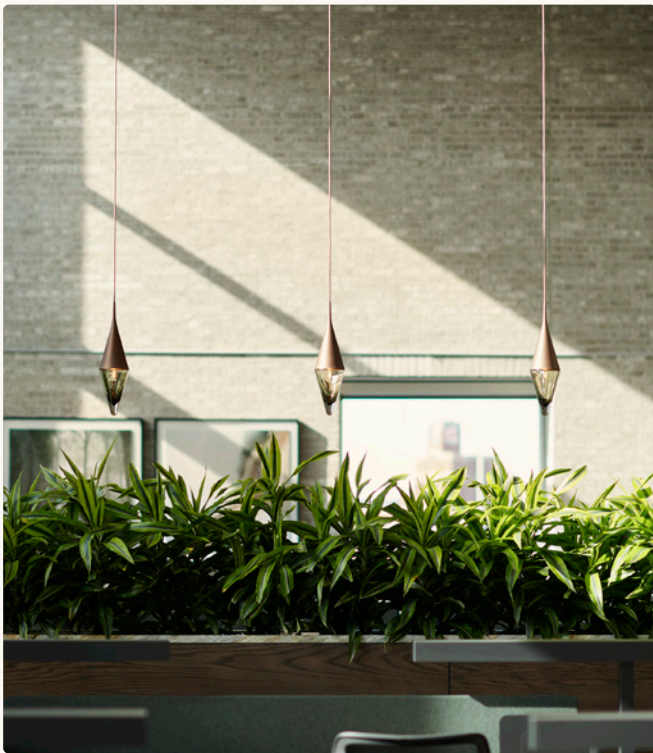
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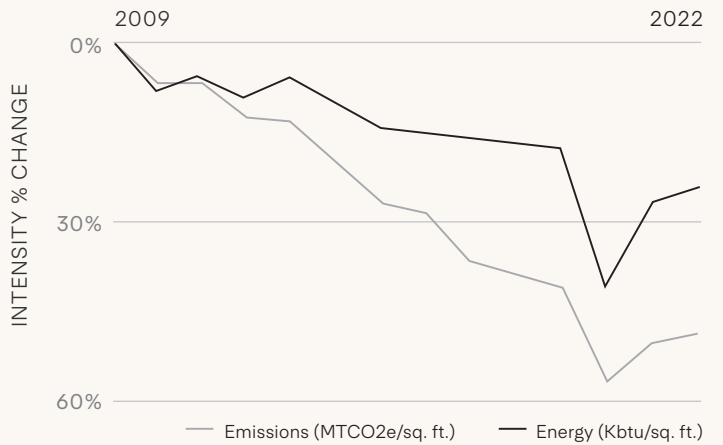
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ENERGY & GHG EMISSIONS

Life Time has been dedicated to reducing our greenhouse gas emissions for many years. Our strong in-house real estate, architectural and construction teams partner to design and build clubs to be increasingly resource efficient. Our efforts range from the use of materials with high life expectancy to high-efficiency mechanicals, occupancy sensors, low-flow showerheads, and LED fixtures complemented by daylight harvesting in our atriums and pools.



EMISSIONS INTENSITY REDUCTION:
MTCO₂E/SQ FT



Drop in 2020 due to government-ordered closure during COVID-19 pandemic.

(+) U.S. DEPARTMENT OF ENERGY AWARD (DOE)

In 2017, Life Time became the first athletic country club to join the DOE’s Better Buildings Challenge by committing to reduce its energy intensity by 20 percent in 10 years. By 2022, we had achieved that goal and were recognized by the DOE for the energy efficiency advances made throughout our athletic country clubs. We reported a nearly 38 percent decrease in energy intensity over 16 million square feet of space. We also have been recognized by the DOE multiple times in the past for our innovative work in lighting, HVAC controllers and other energy-efficient initiatives.

We remain unwavering in our commitment to sustainability. In fact, we are proud to launch yet another partnership with the U.S. Department of Energy as part of its Better Climate Challenge. Specifically, we plan to reduce our GHG emissions intensity (Scope 1 & 2) by at least 50 percent in the next 10 years, using 2017 as our baseline. We look forward to providing progress updates on our journey to achieve this goal in future ESG reports.

MTCO2e	2022 GHG EMISSIONS				2022 ENERGY USE	
	SCOPE 1	SCOPE 2	TOTAL	INTENSITY	TOTAL	INTENSITY
Market	106,033	135,596	241,629	0.0134 MTCO2e/sq ft	906,274 MWh	0.0503 MWh/sq ft
Location	106,033	140,577	246,610	0.0137 MTCO2e/sq ft		

Methodology

For the reporting year 2022, we have worked with an external consultant to provide an accounting for our greenhouse gas emissions. To calculate our emissions, they used the GHG Protocol Corporate Accounting and Reporting Standard methodology, as well as supplemental guidance materials as needed (e.g., The Climate Registry General Reporting Protocol). Our consultant used consumption data, 97 percent of which was provided through our utilities, to prepare our GHG inventory. In advance of any calculations, electricity and natural gas utility data is scrubbed at the site-level for monthly anomalies and annual outliers. The remaining 3 percent of data was modeled by developing intensity factors from the available activity data and applying them to locations by climate zone and on the basis of square footage. In total, the data presented includes club operations, corporate spaces, athletic offices and various alternative business models such as Life Time Work for the year noted. GHG emissions are calculated per site and emission source by multiplying activity data by the appropriate emission factors. Activity data is a measure of a level of activity that results in GHG emissions (e.g., gallons of fuel or kWh of electricity consumed). The reporting period for this analysis was conducted from January 1 to December 31. All other historical emissions and energy data calculations were based on available utility usage.

(+) HVAC MANAGEMENT

Proper heating and cooling are crucial elements of a premium member experience in our clubs. We estimate that nearly 60 percent of our facility operations emissions come from heating and cooling mechanical systems. That's why Life Time is extremely focused on properly managing the HVAC systems within our athletic country clubs.

We have recommissioned thousands of rooftop units for maximum efficiency. Additionally, we have implemented a robust preventative maintenance plan for optimal performance. We have also installed advanced controllers and use an energy-management system to monitor and react to HVAC and other energy demands. In 2020, when Life Time was ordered to suspend operations due to the COVID-19 pandemic, these systems allowed us to quickly react to and avoid unnecessary use of natural gas, electricity and water.

Life Time has also successfully tested and implemented an enhanced steam room mechanism, unique to our sites. We installed a relay system to manage the heat needs of steam rooms independent of dressing rooms. We also added on-demand steam through a push button, which means steam can be used only when a member occupies the room. This has resulted in greatly reduced energy needs, better controlling the humidity in the room and saving on eucalyptus oils.

(+) LED LIGHTS

In 2016, we began implementing a plan to retrofit interior and exterior lights to LED to improve efficiency while also meeting our brand standards. Life Time worked with manufacturers to create many Life Time-specific UL-listed and DLC-approved retrofit kits for our fixtures. Each kit uses less energy than its incumbent lighting.

(+) RENEWABLE ENERGY

Life Time continues to explore innovative technologies to help reduce GhG emissions and conserve resources. Past initiatives include solar PV panel installations, solar thermal, co-generation and geothermal. We look forward to future innovation in this space.

(+) PRESERVING BIODIVERSITY

We are conscious of the environmental health of the communities in which we operate. We understand there are many components to environmental health, including the potential impact of our projects on biodiverse areas. We have minimal athletic country clubs within or near areas that are protected, biodiverse or subject to potential water stress.

CONSERVING WATER

While we encourage our members to consume water for their own personal health, we are committed to conserving water in our operations and doing our part in making clean and safe water available. We know our members expect a premium water experience for the showers they take in the dressing rooms and in the premium indoor and outdoor aquatic environments we provide. We balance that experience with being responsible stewards of this precious resource.



(+) OPERATIONS

We train our team members on the importance of clean water and water conservation. Our in-house engineers understand water treatment and use in the pools, showers, laundry and irrigation systems, which are the four main components of water use within our athletic destinations. We have taken measures internally to monitor and mitigate leaks in the irrigation and pool water systems and are dedicated to managing water usage in utilities. We also certify team members in pool operations to monitor chemical balance in order to maintain clean and safe aquatic environments for our members and team members.

In the past 14 years, we have changed most of our traditional showerheads to water-efficient showerheads. This has resulted in significantly reducing water usage while continuing to provide a premium shower experience for our members.

Life Time has installed UV technology in our spa settings with the goal of ridding the water of bacteria. In addition to cleaning the water in our spas, these filtration systems have prolonged the life of water in our spas, reducing the drain and refill process frequency, while keeping the water cleaner and safer for our members.

2022 WATER USE

TOTAL	INTENSITY
1,394,228 kgal	0.0774 kgal/sq ft

REDUCING WASTE

Life Time and our team members are passionate about reducing waste in our operations. Our strategy is simple: reduce, reuse and/or recycle. We are always searching for ways to incorporate reduction or diversion when it comes to waste in our clubs. Basic recycling has been a part of our clubs for years, and is made available throughout of our athletic country clubs. We continue to think creatively to find “healthier for the planet” solutions to waste stream and reuse where available.

WASTE TO LANDFILL	WASTE RECYCLED	TOTAL WASTE	2022 ENTERPRISE DIVERSION RATE
7,625 tons	6,596 tons	14,221 tons	46%

TRANSLATING OUR IMPACT — 46% OF WASTE DIVERTED IS THE EQUIVALENT OF:

1,878,453,564

Sheets of paper or 110,497 mature trees saved

12,673 MTCO_{2e}

Avoided GhG or 2,738 miles (of emissions) from passenger vehicles

7,982,529 kWh

Electricity saved or enough power for nearly 765 homes for a year

29,799,488 gal

Gallons of water or the daily fresh water needs of 397,326 people



Information reflects standard club operation trash and recycling services FEB. 1, 2022–DEC. 1, 2022 where Life Time is responsible for waste removal.

Sources: U.S. Environmental Protection Agency, U.S. Energy Information Administration, Environmental PaperNetwork-Paper Calculator V4.0 Domtar Paper, Gaylord Corporation, U.S. Forest Products Laboratory, and Waste Management. © Waste Management 2023.

Notes: GHG * Greenhouse Gas; MTCO_{2e} * Metric Tons of Carbon Dioxide Equivalent



(+) REDUCING SINGLE-USE PLASTIC

In 2021, Life Time committed to removing all plastic water bottles for sale within our athletic country clubs. Within a few short months, we produced the recyclable aluminum water bottles you can find at our destinations today. As a result, in 2022 alone, we eliminated more than 1 million plastic bottles.

(+) REFILLABLE WATER BOTTLE STATIONS

We continue our quest to remove plastic water bottles by offering water refill stations at all our athletic country clubs. As a result, our members and team members have embraced refillable water bottles and saved millions of plastic bottles.

(+) FITNESS EQUIPMENT

Life Time is known for its high-quality dynamic fitness equipment. For that reason, we uphold the highest standards for the condition of our equipment. So, what happens to the equipment that no longer has a place in our facilities, but still has years of useful life remaining? We work with resellers, or donate to local schools, charities, police and fire stations, and other community organizations to give our equipment the perfect second home.

(+) LOCKER ROOM AMENITIES

We continually upgrade our dressing room amenities to more eco-friendly options, while maintaining a premium locker-room experience. These amenities include 100 percent cotton swabs, paper mouthwash cups, ocean-recycled plastic swimsuit bags and large-format bottles of soap and lotion in lieu of single-use mini bottles found in many public shower settings.

(+) TENNIS BALL RECYCLING

Did you know that rubber tennis balls take up to 400 years to decompose? Nationwide, approximately 125 million tennis balls wind up in U.S. landfills annually. Our partners collect used tennis balls from our Life Time tennis facilities and reconstruct them to create GREEN GOLD — a material used in the construction of tennis courts, horse footing and new green products to come.



(+) INSPIRING ACTION

Our athletic events take place in some of the most dynamic locations in the United States. From the rugged Rocky Mountains of Colorado to the streets and beaches in Miami. We want to leave our race destinations better than we found them.

Hosting events outside takes significant planning and preparation. Such events can be synonymous with large waste producers. Not at Life Time, however, given our relentless commitment to reduce waste and promote recycling at our events. In this area, we have established Green Teams responsible for maximizing recycling and composting efforts. At several events, we have implemented water refill stations at finish lines and provided racers with HydraPak SpeedCups™ in our participant goodie bags. This collapsible and reusable cup is lightweight for each racer to take with them on the trail to refill at hydration stations, eliminating disposable cups. These efforts have greatly reduced waste at our events.

(+) 305+ VIRGINIA KEY TRAIL RUN CLEANUP EVENT

Life Time also invites our communities to join forces for a powerful impact. In March 2022, volunteers participating in the 305+ Virginia Key Trail Run were invited to take part in a cleanup effort on the beautiful Virginia Key Beach after a 30-minute course preview. Volunteers removed a large, tangled rope that had negatively affected the growth of the mangroves in the park. Today, the area is thriving.

(+) BANANA RECYCLING

A popular source of energy for runners, bananas are a staple at our Life Time athletic events. In 2020, in partnership with Chiquita, Life Time composted banana peels that came from our Miami Marathon and Half Marathon. The banana peels were turned into soil for garden projects around the city.

(+) EXPERIENCE LIFE MAGAZINE

A trusted source for healthy-living information, Experience Life is Life Time's nationally award-winning, whole-life health and fitness magazine. It provides inspiration and education from within the Life Time ecosystem and beyond, covering a wide range of wellness topics including environmental health and sustainability. In keeping with this coverage and Life Time's commitment to a healthy planet, the publication has been printed on recycled paper for most of its 22 years, including body paper that was 100 percent recycled and cover paper that was 30 percent post-consumer recycled for the past nine years. The magazine is currently printed on paper that is certified by the Sustainable Forestry Initiative.

With the continued rise of digital media, the publication has recently made the shift from 10 issues per year (from 2004 through 2022) to eight in 2023 and six in

2024; this will reduce paper usage by 40 percent over the next 18 months. With this shift, the Experience Life team is increasing its production of digital content of the same high quality that readers have come to expect, while also doing its part to contribute to a more sustainable world. This content is published and distributed at ExperienceLife.lifetime.life, as well as via a digital issue. Since Life Time members are the primary subscribers to Experience Life, they have the option to stop their print subscription and shift to digital at any time via the Recurring Services section of their account at MyLT.life or via the Life Time Digital app.

(+) PARTNERSHIPS

Eminence Organic Skin Care — a certified B Corp partner to our LifeSpa — plants a tree for every retail product sale to support communities in developing countries. Trees help restore the environment, reduce the impact of climate change and create a greener planet for future generations. Life Time's retail sales of Eminence products have led to the planting of more than 160,000 trees globally since our partnership began in 2012.

QUICK FACTS

100/30%

Experience Life has been printed on recycled paper for most of its 22 years, including body paper that was 100 percent recycled and cover paper that was 30-percent post-consumer recycled for the past nine years.

40%

The Magazine is shifting from 10 issues per year (2004 through 2022) to eight in 2023 and six in 2024. This will reduce paper usage by 40 percent over the next 18 months.

HEALTHY



PRINCIPLES

Whether during the time we have been a private or public company, we have remained 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.



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BOARD OF DIRECTORS

The composition, qualifications, committee assignments, outside board service, committee charters, governance guidelines and other matters related to our board can be found [here](#).

(+) DIRECTOR INDEPENDENCE

Of our 12 directors, 9 are independent under the New York Stock Exchange rules.

(+) BOARD DIVERSITY

In an effort to bring more diverse perspectives to our board of directors, our last two director appointments have been women. In April 2021, a senior Latina female executive, Jimena Almendares, joined our board of directors, bringing experience leading cross-functional teams at public companies and growth start-ups and significant experience with emerging and digital technologies. In July 2022, Donna Coallier joined our board, bringing significant experience in financial accounting and strategy with broad leadership roles as a former longtime partner at PricewaterhouseCoopers.

With respect to racial/ethnic diversity, 5 of our 12 directors are diverse, including our Founder, Chairman and CEO, Bahram Akradi, along with Andres Small, Alejandro Santo Domingo, Jimena Almendares, and John Danhaki.

2022 REPRESENTATION

WOMEN

ETHNICITY

17%

42%

(+) ESG OVERSIGHT

Our Board of Directors oversees our ESG strategy through its Nominating and Corporate Governance Committee, which includes Life Time’s Founder, Chairman and CEO, as well as its Lead Independent Director. We manage and accomplish our ESG work through an ESG Steering Committee with cross-functional representation from senior leaders and support from an ESG Program Director.

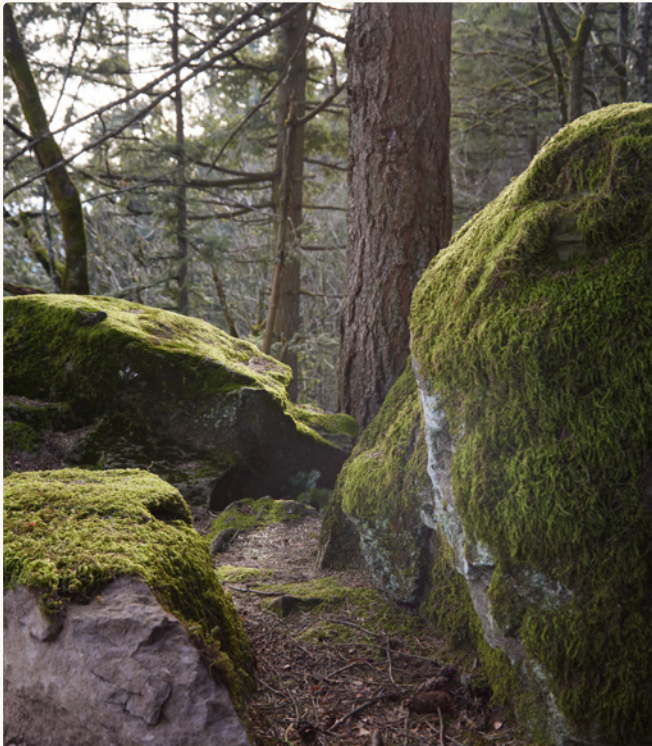


CODE OF CONDUCT & BUSINESS ETHICS

Our [Code of Conduct and Business Ethics](#) sets forth principles that are core to our business, helping to guide our team members in acting with integrity and mutual support to create a culture of care — a safe, respectful work environment in which there is a place for everyone. We monitor compliance with our Code through various means, including investigation and resolution of reported violations.

(+) ETHICS HOTLINE

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



(+) EMPLOYMENT PRACTICES

We are committed to fair employment practices. Our Code prohibits discrimination based on any characteristic protected under federal, state or local law, including gender identity.

(+) HUMAN RIGHTS

We value human rights. In 2022, we adopted a [Human Rights Policy](#) that addresses such topics as human trafficking, child labor, working hours, safe workplaces, anti-discrimination and harassment, diversity and inclusion, sustainability and our commitment to a healthy lifestyle.

(+) ENVIRONMENTAL POLICY

We want to help make the planet healthier. In 2022, in addition to our other environmental efforts, we adopted an environmental policy to guide our operations and approach to sustainability

(+) ANTI-CORRUPTION

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

(+) INDUSTRY ASSOCIATION

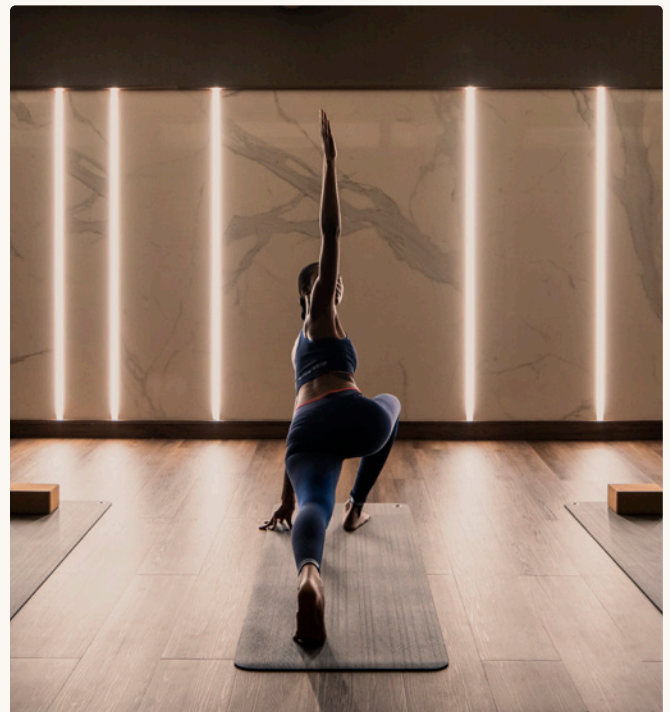
Life Time is a member of the International Health Racquet and Sports Association (IHRSA), an association that represents a broad cross-section of the health and fitness industry. A portion of our membership fees support the National Health and Fitness Alliance (NHFA), which is the U.S. advocacy arm of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

(+) CYBERSECURITY

We recognize the importance of ensuring the ongoing security of data, systems and technology. To address information security risk, we have designed our cybersecurity program around the industry-standard National Institute of Standards and Technology's Cybersecurity Framework (NIST-CSF). We have a dedicated cybersecurity team that assesses, monitors and maintains our assets, and responds to cyber-related incidents. We have an incident response plan to guide our response if we experience a major information security event. We also require team members to take annual security awareness training. We have cyber risk insurance coverage. We did not experience any material cyber incidents affecting Life Time in 2022.

(+) POLITICAL ACTIVITY

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



(+) ENTERPRISE RISK MANAGEMENT

We manage enterprise risk, including ESG-related risks, through a process in which we evaluate, monitor and manage material risks to the organization with a cross-functional team including our executive leaders. We review credible risks including risks we have described in our public filings and new potential emerging risks. We update our Audit Committee on our ERM program, including topics of interest or importance.

SASB TABLE

TOPIC	CODE	ACCOUNTING METRIC	2022 RESPONSE
Energy Management	SV-LF-130a.1	1. Total energy consumed	1. 3,262,586 gj
		2. Percentage grid electricity	2. 39.15%
		3. Percentage renewable	3. 0.09%
Customer Safety	SV-LF-250a.1	1. Fatality rate	1. 0
		2. Injury rate for customers	2. 0.315
Workforce Safety	SV-LF-320a.1	Total recordable incident rate (TRIR)	3.4 Permanent 0.36 Seasonal Employees
		SV-LF-320a.1	Near miss frequency rate (NMFR)
	SV-LF-320a.1	Days lost due to work-related injury	7,121
	SV-LF-000.A	Attendance	87,034,844
	SV-LF-000.B	Number of customer days	364

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

LIFETIME.LIFE/ESG

LIFE TIME[®]

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