



**ESG (ENVIRONMENT, SOCIAL AND GOVERNANCE) SUSTAINABILITY REPORT**

Life Fitness / Hammer Strength is committed to improving the workplace, our communities and the world.



# 01

## Introduction



# Health & sustainability

At Life Fitness / Hammer Strength, health is what we live and breathe. We strive to enhance the overall health of exercisers, the communities where we live and the customers we serve. Our ultimate goal is to not only inspire healthier lives, but a healthier world.

By taking a close look at how we interact with Product, Planet and People, we create solutions for the betterment of our customers, our company, and the world.



## SUSTAINABILITY MATTERS TO THE WORLD'S CONSUMERS

As leaders in the global fitness industry, Life Fitness / Hammer Strength has a responsibility to do what's best for our customers, our employees and the communities where all of us live.

**57%**

say sustainability is more important to them today than it was 12 months ago

**49%**

say they've paid a premium for products branded as sustainable

Source: IBM 2022

# Striving for a healthier world

We embrace global carbon neutral strategies and are working toward a 2050 timeline for implementation. This report reflects the key initiatives Life Fitness / Hammer Strength is taking to attain our 2050 plan.

THERE'S AN URGENT NEED TO MINIMIZE OUR IMPACT ON THE ENVIRONMENT. WE'RE APPROACHING THAT BY APPLYING A GLOBAL SUSTAINABILITY STRATEGY THAT ENCOMPASSES **PRODUCT, PLANET AND PEOPLE.**

# 02

## Product



# Product

EXAMINING EACH STEP OF OUR PRODUCT DEVELOPMENT PROCESS ENABLES LIFE FITNESS / HAMMER STRENGTH TO DEPLOY CONTINUOUS IMPROVEMENT INITIATIVES. THESE ENSURE WE'RE DESIGNING, MANUFACTURING, PACKAGING AND DELIVERING PRODUCTS THAT KEEP SUSTAINABILITY TOP OF MIND.

## WHAT WE'RE DOING:

- Attention to eco-friendly product design. Life Fitness / Hammer Strength participates in Design for Health – a collaborative global organization that enhances the value of design to assist in achieving global health goals – and helps us enhance quick and easy sourcing of suppliers committed to environmental health.

- Developing sustainable packaging. Life Fitness / Hammer Strength's corrugate is 100% recyclable. We continuously assess and redesign our product packaging to decrease raw materials and waste by 30 to 40%.

- The continued innovation and creation of self-powered fitness equipment like Life Fitness / Hammer Strength Performance Trainers, Heat Rowers and ICG Indoor Cycles that require no external energy.

- Sustainable innovation: 40% of crosstrainers and bikes available in self-powered version.

## SUSTAINABLE BEST PRACTICES

Through expanded efforts to utilize recyclable packaging, renewable raw materials and sustainable manufacturing practices, Life Fitness / Hammer Strength earned a Leader Level rating (the highest) three years in a row from MindClick – an organization that specializes in evaluating company supply chain data and analytics to assess environmental performance.



PRODUCT FAMILY RATINGS	ACCESSORIES 150/200	CARDIO 170/200	STRENGTH 170/200
<b>Carbon Reduction &amp; Innovation</b>			
Tracking transport Carbon Footprint	x	x	x
Reduced packaging	x	x	x
US-based manufacturing	2/2 factories	2/2 factories	2/2 factories
<b>Circularity/Waste Reduction</b>			
100% recyclable/reusable packaging	x	x	x
Reusable products	x	x	x
<b>Sustainable/Healthy Materials</b>			
Sustainable Raw Materials	0%	25%	25%
In Compliance with Chemical Lists	x	x	x
Sustainable Packaging Materials	25%	25%	25%
<b>Social Responsibility</b>			
Following UN Convention - Fair Labor Practices & Human Rights for Forced Labor, Child Labor, Discrimination Policies	2/2 factories	2/2 factories	2/2 factories

160-200 Leader | 100-159 Achiever | <100 Starter



## DESIGNING SUSTAINABILITY INTO LIFE FITNESS / HAMMER STRENGTH PRODUCTS

Life Fitness / Hammer Strength understands and exceeds the needs of our business partners through product design and innovation. Through a sustainability lens, an important characteristic of our products is optimizing the energy consumption, including the power mode features to minimize reliance on external energy.

### What is hybrid mode and why is it important?

Hybrid mode is a foundational component of all exerciser-driven Life Fitness / Hammer Strength cardio products (upright bikes, recumbent bikes, cross-trainers, and Arc trainers). With this feature, an internal generator utilizes the rotational motion created by the exerciser, efficiently transforming their mechanical energy into electrical energy.

This process mimics the same principles inside wind turbines, hydroelectric dams, and regenerative brakes in electric vehicles. Within Life Fitness / Hammer Strength products, the generator plays a crucial role in minimizing the reliance on external power sources. In many cases, exercisers generate enough power with their body alone to fully power the cardio console and base, pulling little to no power from the wall.

### What makes the symbio runner so efficient?

The Symbio Runner is powered by a best-in-class brushless DC motor and optimized power factor correction circuitry. This motor offers precision speed control, a quick response to changes in load, and most importantly, significant energy efficiency benefits. By combining the benefits of a DC brushless motor and power factor correction technology, the Symbio Runner becomes a more energy efficient treadmill by nearly 22%.

## LIFE FITNESS / HAMMER STRENGTH IS CALCULATING POWER CONSUMPTION

The Life Fitness / Hammer Strength electrical engineering team has developed a testing method to collect uniform power consumption data across the cardio portfolio. While the fitness industry does not have uniform power consumption testing standards, we've created our own, realistic test cases to enable us to calculate the customer's energy consumption needs.

Our sales team would be happy to provide additional information on our product power modes and features along with methods to reduce your overall power consumption.



# 03

## Planet



# Planet

IT'S IMPORTANT FOR US TO BE ACUTELY AWARE OF HOW WE OPERATE AND HOW OUR BUSINESS AFFECTS THE ENVIRONMENT.

## WHAT WE'RE DOING:

- Measuring and monitoring our environmental impact with a focus on energy and water usage and solid waste management. These metrics are normalized to reflect forecast and demand variations.
- Reducing water usage. Through sustainable manufacturing practices, Life Fitness / Hammer Strength factories globally limit water consumption and carry out strategic reduction projects for wastewater processing of industrial and irrigation waters.



## REDUCING WATER/WASTEWATER

In 2024, our factories in Ramsey and Owatonna, Minnesota, and Kiskoros, Hungary executed water reduction projects for industrial and irrigation waters.

In Kiskoros, the plant operations team decreased water usage with their paint line operations by 8.1 million gallons annually. Redesigning and formatting equipment and increasing cycle time for rinse tanks are just a few of the contributing factors to this reduction of water consumption.

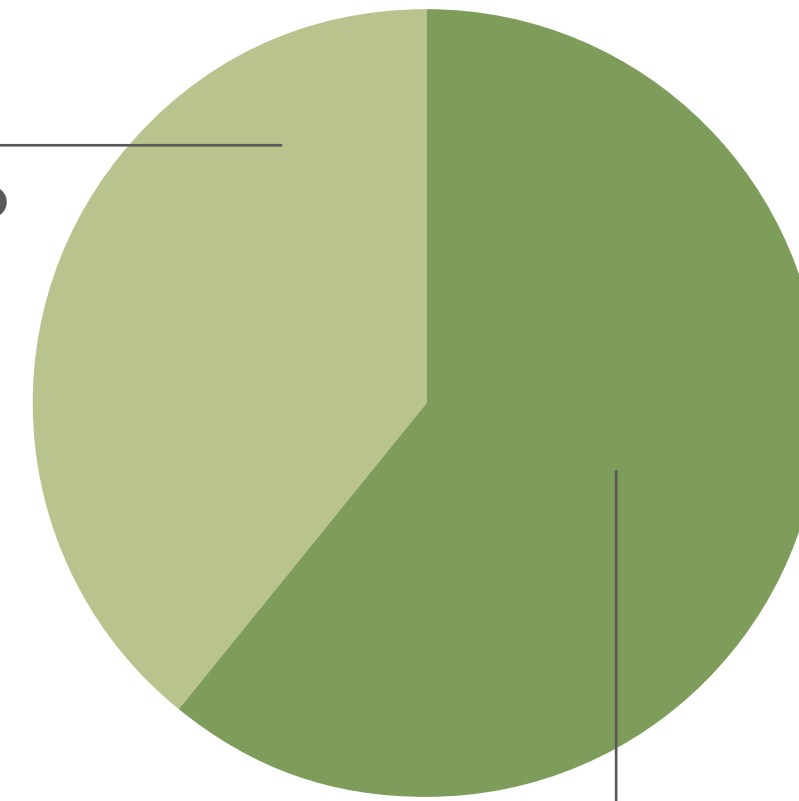
## SUSTAINABLE MANUFACTURING

At our Minnesota factories, the teams partnered to re-purpose obsolete weight stack components from Owatonna to Ramsey. This allowed the parts to be utilized in current products, reducing costs, saving procurement sourcing time, and eliminating scrap metal waste. A total of 19,000 lbs. of weight stacks were restocked and assembled into Life Fitness / Hammer Strength equipment @ Ramsey, Minnesota and that is a win/win!"



TOTAL WASTE: 269 TONS

WASTE TO ENERGY: 105 TONS



WASTE RECYCLED: 164 TONS

269

tons of waste has been collected

100%

of your waste has been diverted from landfill

61%

of your waste has been recycled

### ZERO WASTE TO LANDFILL – UK CUSTOMER INSTALLATION – PACKAGING WASTE

On average, 61% of these waste materials are recycled and the remaining are sent to an Energy Recovery Facility (ERF). The final ashes generated from the energy recovery system are used to build roads. This means 100% of the product packaging wastes are diverted from landfill. What a great partnership to manage our waste and take care of the environment and communities where we live and work.

## SUSTAINABLE MANUFACTURING

At the Life Fitness / Hammer Strength factory in Owatonna, Minnesota, the team commissioned an air compressor energy efficiency study. Through a strong business case to reduce costs, energy consumption and GHG emissions, the team determined a complete equipment replacement provided the best results.

In mid-2024, the new air compressor was installed, resulting in an annual reduction of 763,000 kilowatts of electricity and 537 CO2ETonnes of GHG emissions.

Not only is the equipment more efficient: through a series of pipeline connection repairs and ongoing monitoring, the long-term benefits continue to be realized.

**19,484,000 kWh**

Total Units - Electricity Consumed  
Company-Wide

**13,697**

Total CO2ETonnes  
GHG Emissions

**8%**

2023-24 Reduction  
Normalized – Earned  
Hours

**7,785,000 kWh**

Owatonna, Minnesota

**5,473**

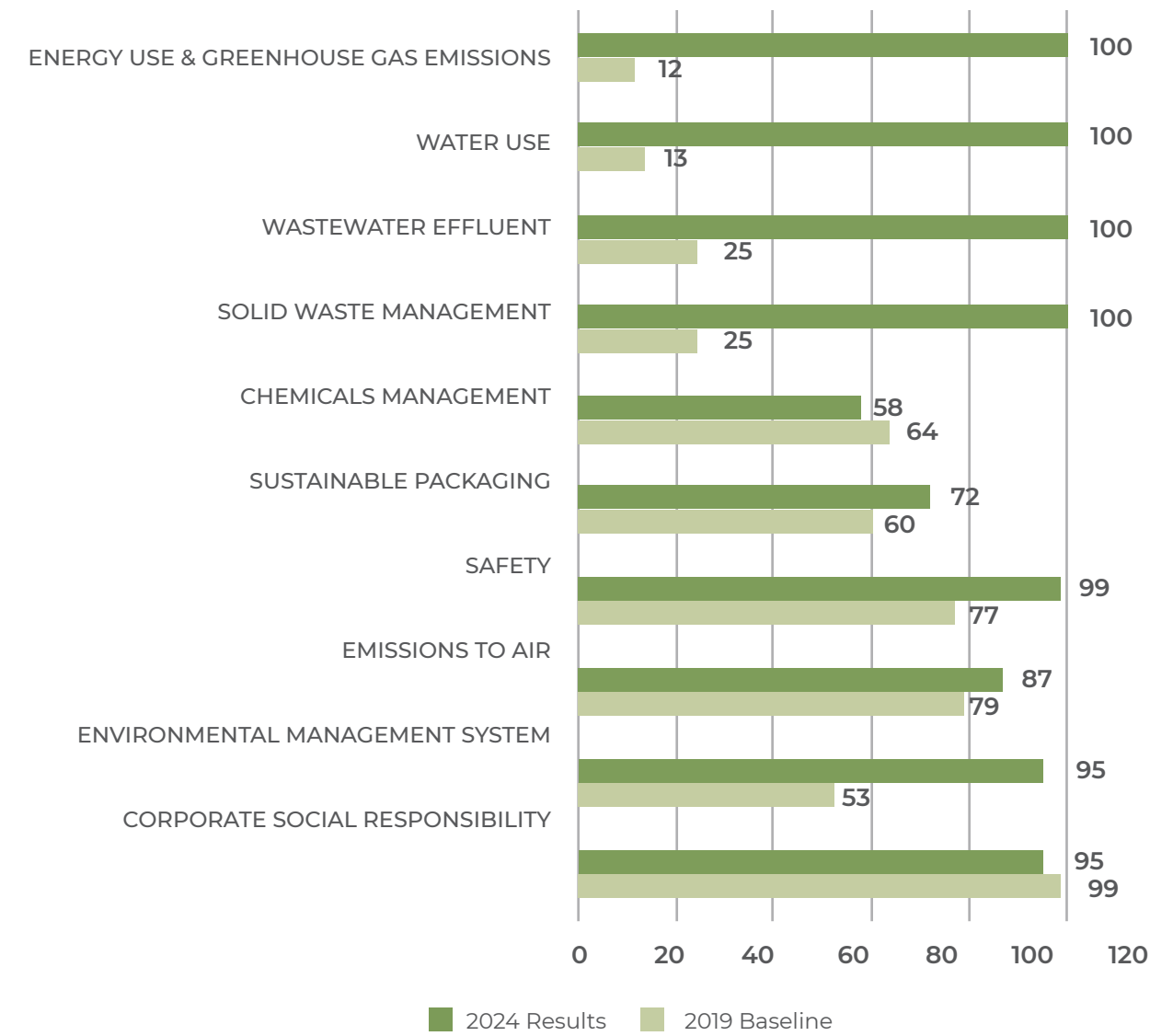
CO2ETonnes

**10%**

Project Energy  
Reduction



**LIFE FITNESS / HAMMER STRENGTH SUSTAINABILITY INDEX SURVEY - 2024 RESULTS**



**LIFE FITNESS / HAMMER STRENGTH CONDUCTS AN ANNUAL THIRD-PARTY SUSTAINABILITY INDEX SURVEY WITH ALL OPERATIONS TEAMS FOCUSING ON:**

- Measuring / monitoring energy and water consumption and solid waste
- Assessing current practices and identifying reduction projects
- Executing projects and monitoring reduction results



**SUSTAINABILITY INDEX PERFORMANCE- ALIGNING TO INDUSTRY BEST PRACTICES**

SI CATEGORY	BASELINE '19	2024 YE	( - + )
ENERGY/GHG	12 / 100	100 / 100	+ 88
WATER USE	13 / 100	100 / 100	+ 87
SOLID WASTE	25 / 100	100 / 100	+ 75

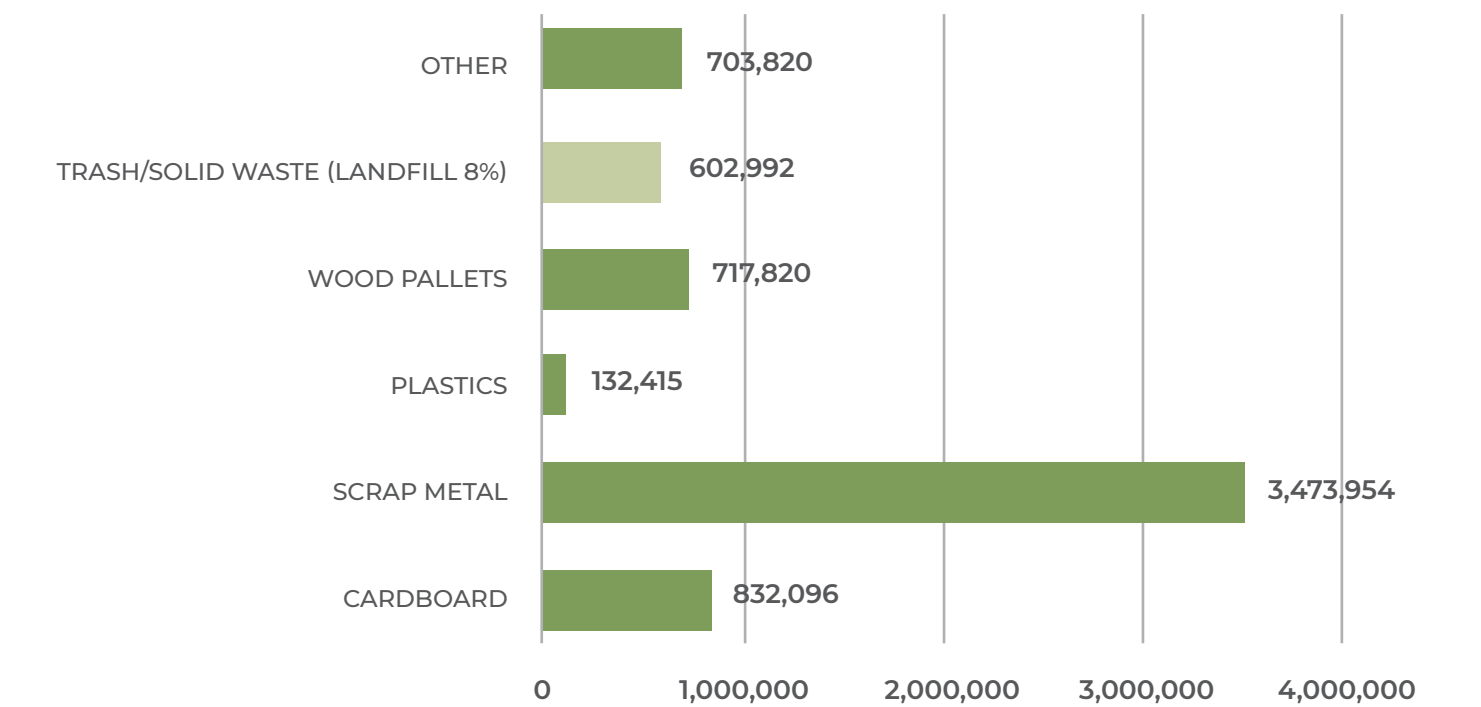
**REDUCING THE LIFE FITNESS / HAMMER STRENGTH ENVIRONMENTAL FOOTPRINT**

Through identifying and executing continuous improvements to manufacturing practices and new projects, with a lens for reducing solid waste, Life Fitness / Hammer Strength is reducing and diverting waste from landfill disposal.

**WASTE MANAGEMENT / ENVIRONMENTAL FOOTPRINT**

Cardboard, plastics, scrap metal, pallets, shrink wrap, foam, product wraps, and other industrial wastes are diverted from landfill and are recycled and/or reused.

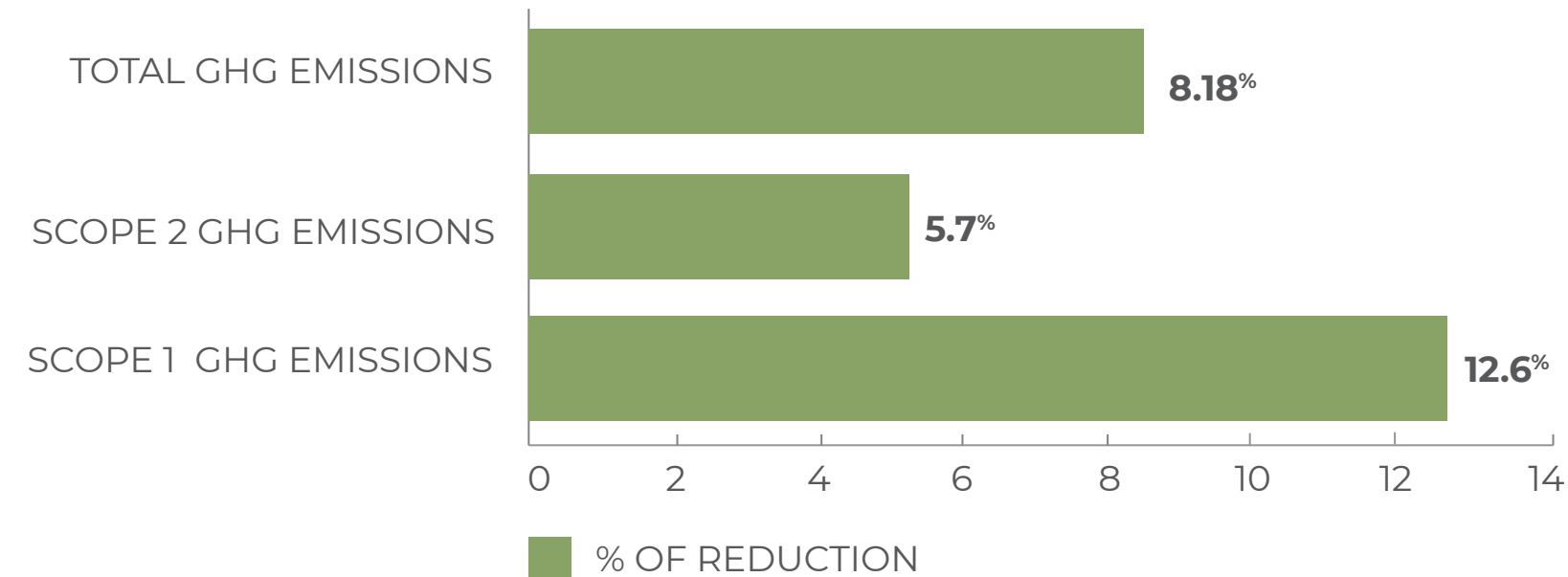
**SOLID WASTE / GENERATED/DISPOSED - (UNIT -US LBS.)**



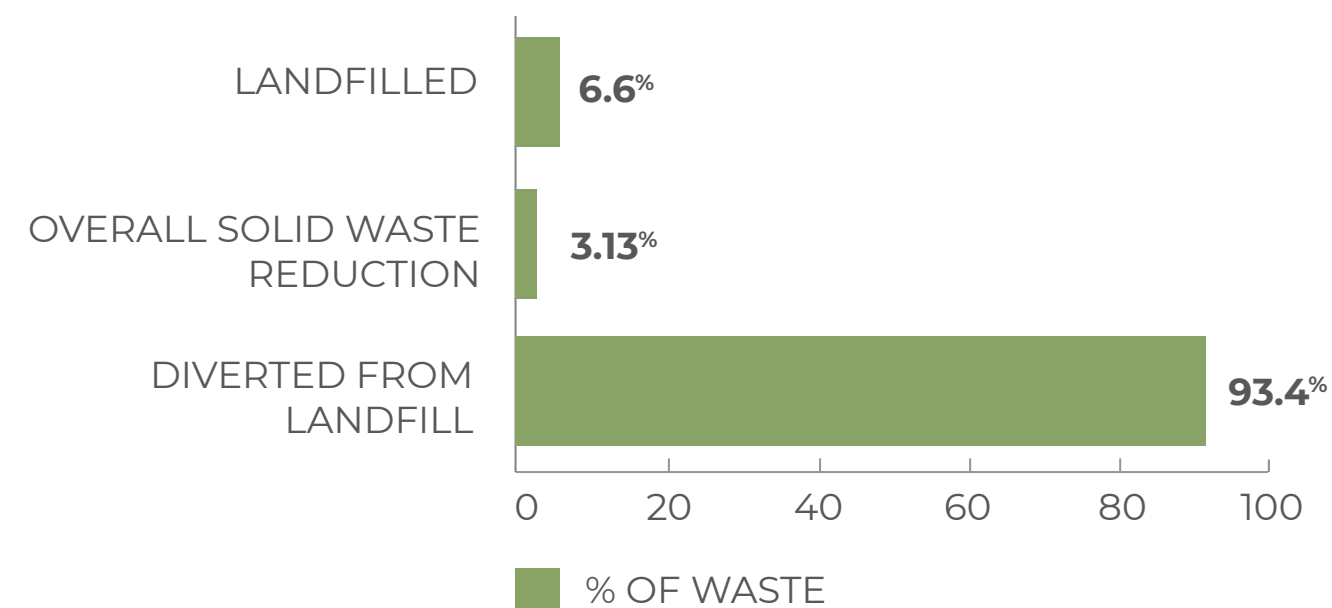
## REDUCING THE LIFE FITNESS / HAMMER STRENGTH ENVIRONMENTAL FOOTPRINT

Through identifying and executing continuous improvements to manufacturing practices and executing efficiency projects, with a lens for reducing energy and water and generation of solid wastes, Life Fitness / Hammer Strength is accomplishing results:

### GREENHOUSE GAS EMISSIONS (GHG) - EMISSIONS REDUCTION (2023-24)



### MANUFACTURING - SOLID WASTE MGMT (2023-24)



Life Fitness / Hammer Strength continues to execute our roadmap towards carbon neutral status.

Over the past four years: manufacturing, supply chain, procurement, packaging design and innovation of recycling end-of-life packaging materials have deployed focused initiatives to reduce energy, water consumption and generation/management of solid wastes.

In 2025, Life Fitness / Hammer Strength continues our aggressive 5% reduction goals, focusing on a series of strategic projects to reduce our environmental footprint further.

# 04 People



# People

## CORPORATE SOCIAL RESPONSIBILITY

Life Fitness / Hammer Strength's Corporate Social Responsibility (CSR) Committee serves as a cross-functional, executive-championed, employee-powered group dedicated to advancing the company's commitment to responsible corporate citizenship. Through strategic initiatives tied to our company values and localized engagement, the committee promotes a positive workplace culture, contributes to the well-being of communities where we operate, and champions sustainable business practices that minimize our environmental impact.

The CSR Committee is composed of passionate employee volunteers from across our global organization. Together they develop, execute, and promote programs that aligned with our company's purpose to empower the world to workout creating healthier lives together.

## THE COMMITTEE FOCUSES ITS EFFORTS ACROSS THREE KEY AREAS:

### Culture & Engagement

We believe our purpose-led and performance-driven team is what sets us apart. The Culture & Engagement Sub-Committee creates opportunities for employees to feel connected, recognized, and supported — both personally and professionally. From well-being initiatives and appreciation events to team-building activities, we aim to make our workplace one where everyone feels a deep sense of belonging, where they feel valued, and ultimately, where they believe they can genuinely thrive.

### Philanthropy

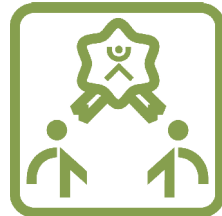
We believe in giving back to the communities where we live and work. The Philanthropy Sub-Committee leads our efforts in charitable giving, volunteerism, and community partnerships. Whether it's organizing donation drives, matching employee contributions, or coordinating volunteer days, we aim to make a meaningful impact.

### Sustainability

We're committed to reducing our environmental footprint and integrating responsible practices into our operations. Our Sustainability Sub-Committee drives awareness, communicates company initiatives, and distributes customer focused resources to meet their everchanging ESG business requirements.

## OUR VALUES IN ACTION

At Life Fitness / Hammer Strength, our values guide how we work, how we serve our communities, and how we build a more sustainable future. They are the foundation of our Environmental, Social, and Governance (ESG) strategy — helping us drive meaningful impact for our customers, partners, employees, and the world around us.



### We Think Customer First

Our ESG commitments start with understanding what matters to our customers — from reducing environmental impact in our products and supply chain to operating with integrity, transparency, and long-term responsibility.



### We Persevere and Get It Done

Sustainability isn't just an aspiration — it's action. We hold ourselves accountable to bold goals and work with grit and determination to meet them, even when the path forward is complex.



### We Raise the Bar in Fitness Innovation

We are constantly looking for better ways to do things — whether that's creating more efficient, sustainable solutions, embracing cleaner technologies, or rethinking how we minimize waste and maximize impact.



### We Inspire Each Other to Live Healthier Lives

We're committed to the well-being of our people and our planet. From safe, respectful workplaces to environmentally responsible operations, we create conditions that support healthier lives inside and outside the company.



### We Play as One Team

Progress requires partnership. We collaborate across functions, regions, and roles to drive change, solve challenges, and build a culture where every voice is valued, and every employee feels they belong.

**These values are more than principles — they're a promise. A promise to lead with purpose, act with care, and leave the world better than we found it.**



### CELEBRATING THE PEOPLE WHO BRING OUR PURPOSE AND VALUES TO LIFE

At Life Fitness / Hammer Strength, our values don't just guide our business — they define who we are; and the people who live them every day are at the heart of everything we achieve.

The Global All Star Award is our highest employee recognition — a peer-nominated honor awarded quarterly to individuals who go above and beyond in demonstrating our company values. Each All Star winner is celebrated for more than just outstanding performance, they're recognized for turning commitment into action, creating lasting impact, and embodying the very best of who we are.



Life Fitness / Hammer Strength makes safety a priority, striving to provide a safe work environment for our Team Members and reduce work-place injuries. The private equity firm KPS presents two of their portfolio companies with an annual safety award for the best safety performance, and Life Fitness / Hammer Strength was a recipient.

*“Our values are more than words — they define who we are, guiding our actions and shaping our impact. The Global All Star Award celebrates individuals who exemplify these values — those who demonstrate integrity, drive innovation, and inspire positive change. Their dedication reflects the very essence of who we are and the future we strive to build together.”* —

**Jim Pisani, CEO**

The Life Fitness / Hammer Strength “Green Team” was formed in 2020 to empower employees and encourage them to give back to the community by organizing events that promote social and eco-friendly responsibility.

Around the globe, Life Fitness / Hammer Strength employees are learning about sustainability and doing more through planning and participating in green events.



**In addition to utilizing sustainability resources to empower our teams to participate in green events,**

Life Fitness / Hammer Strength materials and opportunities to learn more about sustainability.

Whether you work in product development, finance, sales, supply chain, field service or are part of our global operations and manufacturing teams, each of us have an opportunity to impact the planet and the products we provide to our customers.

**EARTH DAY 2025**

Outdoor cleanup events are held annually at our global and engineering centers in Chicago, Illinois and in our factories in Owatonna and Ramsey, Minnesota and Kiskoros, Hungary.

# Important work ahead

Life Fitness / Hammer Strength's vision is to provide solutions that get the world moving and help people lead active and healthy lives. Consistent with this, we are committed to providing products and experiences in a manner that minimizes our impact on the environment and ensures the environmental sustainability of all of our business operations.

Life Fitness / Hammer Strength embraces continuous improvement and our sustainability mission and ongoing initiatives reflect significant strides to inspire healthier lives around the world.

Stay tuned for regular updates. We look forward to sharing our sustainability journey with you.

*LifeFitness*



**HAMMER  
STRENGTH®**