

## SUSTAINABILITY-RELATED DISCLOSURES

### LIGHTYEAR FUND VI-A, L.P. (THE “FUND”)

This disclosure is made pursuant to Article 10 of Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (“SFDR”) as supplemented by Commission Delegated Regulation 2022/1288 of 6 April 2022. This disclosure should not be used as a basis for a decision to invest in the Fund. Such a decision should be based on the Fund’s Private Placement Memorandum (as amended, supplemented or restated from time to time, the “Memorandum”) and the Fund’s limited partnership agreement (as amended and/or restated from time to time, “Partnership Agreement” and collectively with the Memorandum, the “Offering Documents”). Capitalized terms not otherwise defined herein shall have the meaning given to them in the Offering Documents.

#### (a) Summary

- (b) **No sustainable investment objective:** This financial product promotes environmental or social characteristics but does not have as its objective sustainable investment.
- (c) **Environmental or social characteristics of the financial product:** Through the application of action plans (“Action Plan”), one or more of the following environmental and social characteristics will be implemented with respect to portfolio company investments based on materiality:
- (1) **Climate Change**
  - (2) **Equal Opportunity**
  - (3) **Social and Labour Conditions**
  - (4) **Worker Health & Safety**

In addition, Lightyear is committed to supporting equal opportunity at its Portfolio Companies and monitors whether Portfolio Company boards of directors have a female or minority board member.

- (d) **Investment strategy:** The Fund’s investment objective is to generate substantial long-term capital appreciation, primarily through direct private equity and equity-related investments in high-growth, “asset-light” companies at the nexus of financial services and technology, healthcare, and business services, including, without limitation, through management buyouts, leveraged buyouts, restructurings, consolidations, leveraged acquisitions, build-ups, pre-public offering opportunities, and growth capital opportunities. The Fund will apply a strategy of integration and engagement to achieve the environmental and social characteristics.
- (e) **Proportion of investments:** At least 60% of the Fund’s investments (calculated by reference to the amount invested at the end of the investment period) will be allocated to investments that promote the environmental and/or social characteristics. No more than 40% of the Fund’s investments (calculated by reference to the amount invested at the end of the investment period) will be allocated to other investments that do not promote environmental and/or social characteristics of the Fund.
- (f) **Monitoring of environmental or social characteristics:** The following sustainability indicators will be used to measure the attainment of each of the environmental or social characteristics:
- **Climate Change:** Scope 1 GHG emissions; Scope 2 GHG emissions; % renewable energy use.
  - **Equal Opportunity:** % female representation on board; % racial/ethnic minority representation on board; % female representation within workforce; % racial/ethnic minority representation within workforce.
  - **Social and Labour Conditions:** Employee voluntary turnover rate; New hires; Total attrition; Presence of a formal employee engagement survey.
  - **Worker Health & Safety:** Number of work-related injuries; Number of work-related fatalities; Number of days lost due to injury.

- (g) **Methodologies:** The sustainability indicators will be measured using the following methodologies:
- **Climate Change:** *GHG Emissions* – measured in line with the GHG Protocol; *Renewable Energy Use* – measured in kilowatt-hours (kWh), megawatt-hours (MWh), or gigawatt-hours (GWh).
  - **Equal Opportunity:** *Female Representation* – the percentage of board members/workforce self-identifying as female; *Racial / Ethnic Minority Representation* – the percentage of board members/workforce self-identifying as an ethnic / racial minority.
  - **Social and Labour Conditions:** *Employee Voluntary Turnover Rate* –  $(100) * (\text{Number of voluntary terminations}) / (\text{Average number of employees during the reporting period})$ ; *New Hires* – net new hires since prior review; *Total Attrition* –  $(100) * (\text{Number of voluntary terminations}) / (\text{Average number of employees during the reporting period})$ ; *Formal Employee Engagement Survey* – no specific framework or standard is used. Portfolio companies will determine their own approach to employee engagement.
  - **Worker Health & Safety:** *Number of Work-related Injuries* – measured by the number of injuries reported to management; *Number of Work-related Fatalities* – measured by the number of fatalities reported to management; *Number of Days Lost Due to Injury* – measured by the number of injuries reported to management.
- (h) **Data sources and processing:** Lightyear intend to use portfolio-reported metrics obtained through our annual monitoring process along with supporting files detailing a qualitative description of the relevant investment's progress against their Action Plan.
- (i) **Limitations to methodologies and data:** In respect of the metrics included within individual investment's Action Plans, Lightyear's ability to obtain specific data may vary depending on the individual portfolio company.
- (j) **Due diligence:** Lightyear typically engages third-party consultants and due diligence vendors to perform initial due diligence on potential portfolio companies.
- (k) **Engagement policies:** Ongoing assessment and monitoring of material opportunities, risks, and enhancements take place throughout the course of each investment.
- (l) **Designated reference benchmark:** No index has been designated as a reference benchmark to meet the characteristics.

**(b) No sustainable investment objective**

This financial product promotes environmental or social characteristics but does not have as its objective sustainable investment.

**(c) Environmental or social characteristics of the financial product**

Through the application of action plans (“**Action Plan**”), one or more of the following environmental and social characteristics will be implemented with respect to portfolio company investments based on materiality:

- (1) **Climate Change**
- (2) **Equal Opportunity**
- (3) **Social and Labour Conditions**
- (4) **Worker Health & Safety**

In addition, Lightyear is committed to supporting equal opportunity at its Portfolio Companies and monitors whether that Portfolio Company boards of directors have a female or minority board member.<sup>1</sup>

No reference benchmark has been designated for the purpose of attaining the environmental or social characteristics.

**(d) Investment strategy**

(i) *Investment strategy used to meet the environmental or social characteristics.*

The Fund’s investment objective is to generate substantial long-term capital appreciation, primarily through direct private equity and equity-related investments in high-growth, “asset-light” companies at the nexus of financial services and technology, healthcare, and business services, including, without limitation, through management buyouts, leveraged buyouts, restructurings, consolidations, leveraged acquisitions, build-ups, pre-public offering opportunities, and growth capital opportunities.

The Fund will apply a strategy of integration and engagement to achieve the environmental and social characteristics.

(ii) *Policy to assess good governance practices.*

As part of the investment process, prior to acquisition of a portfolio company, the investment team will conduct, internally or externally with the support of consultants, due diligence on the proposed investment’s governance practices, including in relation to employee relations, remuneration of staff, sound management structures and tax compliance.

**(e) Proportion of investments**

The Fund will typically target controlling investments in high-growth, “asset-light” companies at the nexus of financial services and technology, healthcare, and business services.

At least 60% of the Fund’s investments (calculated by reference to the amount invested at the end of the investment period) will be allocated to investments that promote the environmental and/or social

---

<sup>1</sup> This aspirational goal will not include portfolio companies where application of the aspirational goals would (a) cause a portfolio company to violate applicable law, and/or (b) subject a portfolio company to legal or regulatory scrutiny, and/or (c) have a significant effect on a portfolio company’s ongoing relationship with, and/or contractual commitments to, a governmental counterparty, as determined by the relevant portfolio company’s board. In such circumstances, the portfolio company will not be included in the measurement of this aspirational goal.

characteristics. No more than 40% of the Fund's investments (calculated by reference to the amount invested at the end of the investment period) will be allocated to other investments that do not promote environmental and/or social characteristics of the Fund.

During the build-up and liquidation of the portfolio, the actual percentage of investments included in “#2 Other” might exceed the above stated percentage due to currency hedging or temporary significant operations leading to high cash position.

The management company has opted to determine asset allocation by reference to the amount invested in the asset (a static value) instead of using a dynamic value, such as Net Asset Value. This is because the Fund is closed-ended and the management company is unable to rebalance the portfolio in the same manner as for an open-ended fund, meaning that it may be unable to meet asset allocation thresholds due to the changing valuation of portfolio assets if a dynamic value were used. The SFDR does not currently provide a clear explanation on how the proportion corresponding to investments used for hedging or related to cash held as ancillary liquidity must be calculated. The management company's approach has been designed in good faith according to the latest available regulatory interpretation and/or clarifications of the SFDR regulation's requirements. Should further clarifications be issued by the relevant bodies and should the current approach for the calculation of the proportion corresponding to investments used for hedging or related to cash held as ancillary liquidity be challenged by new interpretations and/or clarifications, the management company reserves the right to review its approach and commitments and will inform investors accordingly.

**(f) Monitoring of environmental or social characteristics**

The following sustainability indicators will be used to measure the attainment of each of the environmental or social characteristics:

**Climate Change:**

- a. Scope 1 GHG emissions
- b. Scope 2 GHG emissions
- c. % renewable energy use

**Equal Opportunity:**

- a. % female representation on board
- b. % racial/ethnic minority representation on board
- c. % female representation within workforce
- d. % racial/ethnic minority representation within workforce

**Social and Labour Conditions**

- a. Employee voluntary turnover rate
- b. New hires
- c. Total attrition
- d. Presence of a formal employee engagement survey

**Worker Health & Safety**

- a. Number of work-related injuries
- b. Number of work-related fatalities
- c. Number of days lost due to injury

Lightyear will assess relevant investment's progress against their Action Plans at least annually with the assistance of its Portfolio Solutions team and, as appropriate, the management teams of the portfolio companies. To assist such assessment, Lightyear expects investments to share requested data, documents, prepare and deliver key performance indicators and review their own progress against the Action Plans.

Once the annual monitoring process is completed, Lightyear expects relevant investments to incorporate new recommendations into their Action Plans to drive continuous improvement for the following year.

## **(g) Methodologies**

The sustainability indicators will be measured using the following methodologies:

### **Climate Change:**

- *GHG Emissions* – measured in line with the GHG Protocol.
- *Renewable Energy Use* – measured in kilowatt-hours (kWh), megawatt-hours (MWh), or gigawatt-hours (GWh).

### **Equal Opportunity:**

- *Female Representation* – the percentage of board members/workforce self-identifying as female.
- *Racial / Ethnic Minority Representation* – the percentage of board members/workforce self-identifying as an ethnic / racial minority.

### **Social and Labour Conditions**

- *Employee Voluntary Turnover Rate* –  $(100) * (\text{Number of voluntary terminations}) / (\text{Average number of employees during the reporting period})$ .
- *New Hires* – net new hires since prior review.
- *Total Attrition* –  $(100) * (\text{Number of voluntary terminations}) / (\text{Average number of employees during the reporting period})$ .
- *Formal Employee Engagement Survey* – no specific framework or standard is used. Portfolio companies will determine their own approach to employee engagement.

### **Worker Health & Safety**

- *Number of Work-related Injuries* – measured by the number of injuries reported to management.
- *Number of Work-related Fatalities* – measured by the number of fatalities reported to management.
- *Number of Days Lost Due to Injury* – measured by the number of injuries reported to management.

## **(h) Data sources and processing**

Lightyear intend to use portfolio-reported metrics obtained through our annual monitoring process along with supporting files detailing a qualitative description of the relevant investment's progress against their Action Plan.

Data is collected using a third-party platform that portfolio companies use to report. Data is then processed by a third-party consultant, including for consistency against historical data, quality of use for reporting and substantiation of data with underlying processes and documents. Lightyear then performs a final review, including before submission to third-party reporting platforms like EDCI.

Estimates may be used for emissions and energy data only where raw data isn't available, for instance, because it is not possible to access accurate utility data.

## **(i) Limitations to methodologies and data**

In respect of the metrics included within individual investment's Action Plans, Lightyear's ability to obtain specific data may vary depending on the individual portfolio company. In this respect, Lightyear anticipates certain data gaps, and these may be particularly acute where the nature and/or location of the portfolio company means that it is not currently required to collect, publish or provide certain data. Even where data is provided, such data may not be of a sufficiently high-quality or may be incomplete or otherwise inaccurate. Lightyear also expects to rely on data provided by its third-party consultants or alternative third-party providers, which cannot be verified.

Notwithstanding, the Fund expects to collect data covering the implementation of Action Plans across all investments, and so the lack of data in relation to specific metrics included within the portfolio company's Action Plan will not affect the attainment of the Fund's characteristics.

**(j) Due diligence**

Lightyear typically engages third-party consultants and due diligence vendors to perform initial due diligence on potential portfolio companies. Lightyear typically arranges for the relevant consultant to receive access to all necessary investment due diligence materials and, if necessary, to attend meetings with a potential portfolio company's management team. The consultants will then generate a report with (i) analysis on material risks and opportunities related to the potential investment, (ii) recommended enhancements, and (iii) recommended actions to mitigate any material risks identified.

To ensure that financially material risks are adequately and consistently considered across the business, Lightyear has identified certain material focus areas for financial services companies. Such factors were developed from the United Nations Social Development Goals and include, but are not limited to:

- **Environmental:** environmental-related compliance risks, sustainability and carbon footprinting;
- **Social:** equal opportunity, employee engagement and labour conditions and anti-harassment and whistleblower policies; and
- **Governance:** ethics and compliance, data privacy and cybersecurity, reporting and transparency and anti-bribery, anti-corruption and anti-money laundering policies.

**(k) Engagement Policies**

Ongoing assessment and monitoring of material opportunities, risks, and enhancements take place throughout the course of each investment. Consultants typically assist in the ongoing assessment and monitoring of a portfolio company's material opportunities, risks, and enhancements, with assistance from Lightyear's Portfolio Solutions group, RI Committee, and the management teams of each such Portfolio Company. Lightyear and its Consultants discuss material risks and opportunities with Portfolio Company management teams and/or boards of directors, as applicable, on at least an annual basis, typically as part of the on-going monitoring process or during periodic board of director meetings.

**(l) Designated reference benchmark**

No index has been designated as a reference benchmark to meet the characteristics.

Please see Lightyear's [Responsible Investment Policy](#) for additional information on Lightyear's Responsible Investment program.

## Update History

Version	Date
1	January 2025
2	May 2025
3	March 2026