

**CSR Projects approved by the Board of Directors of Nykaa E-Retail Limited for the Financial Year 2025-26**

*[Pursuant to Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014]*

**(A) BACKGROUND:**

At Nykaa, our vision is to bring inspiration and joy to people everywhere, every day. This along with our Mission and Values is the DNA of our CSR agenda. From our founding days, giving back has been part of our journey. Over the years, we have made strong strides with consistent efforts and focus on underprivileged women and children. We aim to be an ally that inspires positive change in people and their communities as we believe this will go a long way in building a more inclusive India.

The Company through its CSR projects aims to be a champion of authentic self-expression and one that inspires positive change. The philosophy centres around driving Empowerment and Inclusion for all. This includes the communities our business operates in, and the marginalised – socially and economically, as well as society at large. Nykaa's CSR projects seamlessly align with its social voice and business behaviour. Our intention and efforts will be to ensure programs that are meaningful, scalable, sustainable and timeless.

The objective of CSR policy of the Company is to lay down the guidelines and mechanism to carry out CSR projects/programs by the Company to report its CSR efforts in the format provided by the rules under the Act.

In order to build focus and have a more impactful execution – with a view to make a difference, Company's focus areas for CSR are as follows:

- Beauty skilling & entrepreneurship
- Education
- Support to research & technology
- Promote inclusivity through sports development
- Access to healthcare
- Sustainability and environmental responsibility
- Upliftment of vulnerable communities

Over and above these, from time to time, on need and criticality basis the Company will review additional CSR activities which are prescribed under Schedule VII of the Companies Act 2013, such as:

- Contribution to Government's various Relief funds
- Support Armed forces welfare
- Protection of National heritage

The CSR initiatives will be implemented by the Company either directly or through Nykaa Foundation, a Section 8 Company incorporated to converge the CSR efforts of Nykaa group companies.

**(B) GUIDING PRINCIPLES FOR FY 25-26:**

- **Co-create or fund programs** aligned with our CSR focus areas, our business and our social voice.
- **Partner with the trusted NGOs** – Identify credible implementation partners and like-minded allies who share our values and can help achieve meaningful impact.
- **Focus on Impact over scale** – Create programs that make a long-term impact rather than spreading wide.

**(C) FUND UTILIZATION STRATEGY – LIST OF PROJECTS APPROVED FOR FY 25-26:**

The following annual plan as approved by the Board gives details of the CSR projects proposed to be undertaken in FY 25-26:

#	Name of the Project/ NGO	Description	Nykaa entity mapped for the Project
1	American India Foundation Trust	Supported by Nykaa, the STEM SPARK Program is transforming the landscape of STEM education in 30 government schools across Nandurbar, an aspirational district in Maharashtra. This initiative focuses on strengthening the capacity of teachers through capacity building sessions, while introducing innovative, hands-on STEM Kits and setting up fully equipped STEM Labs in schools. By making science and technology learning more interactive and inquiry-driven, the program engages 4,597 students — including 2,352 girls — to spark greater curiosity and creativity in the classroom. Through this initiative, Nykaa is helping empower young minds, particularly girls in grades 6 to 8, to dream bigger, build confidence, and envision futures in Science, Technology, Engineering, and Mathematics (STEM).	FSN E-Commerce Ventures Limited & Nykaa E-Retail Limited
2	Delhi Council for Child Welfare (DCCW)	In partnership with DCCW, Nykaa supports 11 vocational training centres dedicated to empowering 700 girls and young women from low-income communities. Through this initiative, girl/ young women participants are gaining practical, industry-relevant skills in Beauty & Wellness and Stitching. The year-long courses, conducted through daily two-hour sessions, are thoughtfully designed to enhance employability, build self-confidence, and foster	FSN E-Commerce Ventures Limited & Nykaa E-Retail Limited

		self-reliance. By equipping them with marketable skills, the program is opening doors to dignified work opportunities, sustainable income generation, and a future marked by greater independence and empowerment.	
3	Sambhav Foundation	In line with one of Nykaa's key CSR priorities — skilling for empowerment — the company has partnered with Sambhav Foundation to help young women from low-income communities transition into the mainstream workforce as skilled beauty professionals. These women possess the ambition and drive to become independent and contributing members of society but often lack access to the right opportunities. Through this partnership, Nykaa is helping bridge that gap. Operating out of five centres in Bengaluru, Guwahati, Delhi, Kolkata, and Navi Mumbai, each centre is fully equipped with beauty stations to provide hands-on, practical training. Here, participants undergo months-long courses in Beauty & Wellness, complemented by On Job Training that offer real-world exposure. Upon completion, these women are prepared to join beauty salons, unlocking a new and sustainable career path — one that promises personal growth, financial independence, and the chance to inspire others in their communities. Since FY 23, 1,930 women have been trained in grooming and professional skills with 1,383 are now earning. In FY 26, the program will train a new batch of 1,000 young women across Bengaluru, Guwahati, Delhi, Kolkata, and Navi Mumbai.	Nykaa E-Retail Limited
4	Aatapi Seva Foundation	With Nykaa's support, Aatapi Seva Foundation is empowering 120 rural women to chart their own paths as beauty care entrepreneurs, combining skill development with financial literacy and business acumen training. Through this carefully designed initiative, women from rural communities first receive foundational training in beauty services, ensuring they master essential techniques and customer service practices. As they progress, participants move on to advanced modules focused on entrepreneurship — covering topics like business setup, financial management, and marketing. By nurturing both technical skills and entrepreneurial confidence, the program is helping women transform their aspirations into sustainable livelihoods and creating ripple effects of empowerment within their communities.	Nykaa E-Retail Limited

5	Desai Foundation	In collaboration with Desai Foundation, Nykaa has initiated a skill development project to nurture the entrepreneurial aspirations of 120 women in semi-urban areas (Pilot in Navsari, Gujarat) by equipping them with the skills needed to establish their own beauty care businesses. By providing industry-relevant training, program will foster financial independence and local economic development. Training program: A comprehensive 3-month training program with daily 3-hour training covering basic to advanced beauty skills. Each woman will receive a curated beauty kit, containing essential products to support home-based beauty services and enable immediate income generation after the training.	Nykaa E-Retail Limited
6	Save The Children India (Vipla Foundation)	Nykaa has partnered with Vipla Foundation to initiate a pilot skill development program to train 100 women in Mumbai. The program will Identify and train women beauty entrepreneurs with a minimum of 6 months' experience in operating freelance, home-based, or rented beauty service setups. Training program: 6-month program featuring three intensive 9-day full-day workshops conducted at two-month intervals. 190 hours of in-centre training, combining classroom instruction and practical application.	Nykaa E-Retail Limited
7	Latika Roy Memorial Foundation	As part of Nykaa's commitment to Corporate Social Responsibility and fostering inclusive communities, we have partnered with Latika Roy Memorial Foundation to establish a state-of-the-art salon designed specifically for children with sensory needs. Situated within the Foundation's universally accessible campus in Dehradun, this initiative exemplifies our dedication to Diversity & Inclusion. This salon goes beyond providing essential beauty services—it functions as a specialized training centre for differently-abled youth enrolled in the Foundation's skill development programs. By creating a supportive, accessible environment, the project empowers these young individuals with practical, marketable skills that open doors to meaningful employment and self-reliance. With a direct impact on over 200 children and young adults, this collaboration represents a significant stride toward Nykaa's vision of building a more equitable and inclusive society—one where every individual, regardless of ability, can realize their potential and contribute meaningfully to the community.	Nykaa E-Retail Limited

8	Nykaa Chair in Consumer Technology implemented by IIM-A	Nykaa has joined hands with IIM-A Endowment Fund to set up the Nykaa Chair in Consumer Technology. The three-year focuses on research and education that will promote the scientific practice of marketing, and present insights on the impact of digital, social, and mobile technologies on business models, customer behaviour, and social changes at large to facilitate the incorporation of AI and machine learning insights in a disrupted marketplace. Additionally, collaborated for a 24-hour hackathon to identify and empower student-led tech innovations.	Nykaa E-Retail Limited
---	---	---	------------------------

**Notes:**

- (1) This Annual Plan may be revised depending on various factors such as ground assessment, capacity of implementation partner agencies, natural disasters and calamities, events beyond the control of the stakeholders etc. and ad-hoc requests, that may necessitate course correction.
- (2) The CSR & ESG Committee / Board may modify/additionally approve the CSR Projects during the financial year to meet the CSR obligations.
- (3) The projects mentioned above are as per the Schedule VII of the Companies Act, 2013.