

CSR Projects approved by the Board of Directors of FSN E-Commerce Ventures 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 and its subsidiaries and 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 and its subsidiaries 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	NCAER	In partnering with India's oldest and largest independent, non-profit, economic policy research think tank – National Council of Applied Economic Research ('NCAER') Nykaa has instituted a nationwide study to assess the social, economic and financial empowerment of women through a ground-level survey in 11 states of India during the first phase of the survey. The outcome of the study will be an index of women's empowerment and will help in measuring progress and identifying barriers to women's empowerment so that appropriate policies can be designed to overcome these barriers.	FSN E-Commerce Ventures Limited
2	Akanksha Foundation	Nykaa collaborated with the Akanksha Foundation to support a school in Pune, which provides free, high-quality education to 927 students from Junior Kindergarten to Grade 10. The school serves children from low-income families, many of whom are first-generation learners whose parents are engaged in daily wage labour and have limited educational opportunities themselves. Through this initiative, Nykaa is helping to break the intergenerational cycle of poverty by ensuring that these young learners have access to strong academic foundations, holistic development programs, and a nurturing environment. By supporting their education, the program empowers students with the knowledge, skills, and confidence needed to build brighter, more secure futures for themselves and their communities.	FSN E-Commerce Ventures Limited
3	Beauty & Wellness Sector	Nykaa has partnered with Beauty & Wellness Sector Skill Council (B&WSSC) to implement a pilot skill development project to train 100 Young Women focusing on the Assistant	FSN E-Commerce Ventures Limited

	Skill Council (B&WSSC)	Beauty and Wellness Consultant (Retail Sales) role in the North-East region. For this initiative, Gangtok (Sikkim) and Shillong (Meghalaya) have been identified as potential locations. This approach will also help Nykaa assess local youth aspirations for such training programs, as well as their willingness to relocate to areas with demand for retail sector manpower, specifically within the beauty and wellness industry.	
4	Rise Against Hunger India	In alignment with Rise Against Hunger India's mission to end hunger and empower communities, over the past two years, more than 600 passionate Nykaa employees have come together to package 90,536 nutrient-rich, fortified meals. These meals are distributed to underserved communities across India, providing vital nutrition to those who need it most. By addressing immediate hunger and combating malnutrition, this initiative not only offers urgent relief but also contributes to the long-term health, resilience, and well-being of vulnerable populations. Through this partnership, Nykaa is reaffirming its commitment to building stronger, healthier communities and supporting a future free from hunger.	FSN E-Commerce Ventures Limited
5	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
6	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 self-reliance. By equipping them with marketable skills, the program is opening doors to dignified	FSN E-Commerce Ventures Limited & Nykaa E-Retail Limited

		work opportunities, sustainable income generation, and a future marked by greater independence and empowerment.	
7	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
8	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
9	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	Nykaa E-Retail Limited

		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.	
10	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
11	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
12	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

13	Krida Vikas Sanstha (Slum Soccer)	For the past three years, Nykaa has proudly supported Slum Soccer, a transformative initiative that empowers at-risk youth from underprivileged communities to harness the power of sports for positive change. These young boys and girls—potential game changers from slums across states like Jharkhand, Delhi, Maharashtra, Karnataka, Tamil Nadu, Chhattisgarh, and Gujarat— are brought together through specially designed training programs. These sessions go beyond football skills, nurturing their mindset, confidence, determination, and motivation to drive sustainable change within their communities. In FY 25, Nykaa proudly backed the National Inclusion Cup held in Nagpur, where 250 young athletes—120 girls and 130 boys across India came together to train, compete, and grow both on and off the field. To date, this impactful program has empowered 966 young girls and boys, opening doors to opportunities that inspire them to learn, thrive, and rewrite their futures through the beautiful game. This year, Nykaa supported the training and development of athletes who represented India at the Homeless World Cup in Oslo, Norway in August 2025.	Nykaa-KK Beauty Private Limited
14	Indian Deaf Cricket Association (IDCA)	For the past three years, Nykaa has proudly stood alongside Indian Deaf Cricket Association (IDCA), championing the incredible spirit, resilience, and talent of deaf athletes. Our partnership is more than sponsorship—it's a commitment to advancing the development, training, and recognition of differently abled athletes, especially those from underprivileged backgrounds. In FY 25, Nykaa took the lead as the Principal Sponsor of the 2nd IDCA T10 Women's Deaf Premier League in Mumbai. This landmark event empowered 250 women with hearing disabilities, providing them with expert training, valuable exposure, and a powerful platform to showcase their skills on a national stage. Through this ongoing collaboration, Nykaa has supported and uplifted over 430 deaf athletes so far—opening doors to opportunity, fostering confidence, and championing the belief that inclusivity and equal opportunity in sports can transform lives.	Nykaa-KK Beauty Private Limited
15	Anushka Foundation for Eliminating Club Foot	Nykaa is proud to support Anushka Foundation for Eliminating Clubfoot (AFEC) in its mission to treat children affected by clubfoot—a congenital condition where one or both feet turn inward, limiting mobility and quality of life. This partnership aligns closely with the Rashtriya Bal Swasthya Karyakram (RBSK), a vital government initiative focused on early identification and intervention for children up to 18 years,	Dot & Key Wellness Limited

		addressing birth defects, deficiencies, diseases, and developmental delays. Nykaa's support empowers AFEC to train doctors as specialists in the Ponseti Method—a minimally invasive, highly effective treatment considered the gold standard for clubfoot correction. By equipping practitioners as trainers and supervisors, the program ensures sustained quality care across regions. Over the past three years, Nykaa has helped facilitate treatment for 466 children from marginalized communities, offering them a life-changing opportunity to walk, run, and play freely – opening doors to healthier, more fulfilling futures. In FY 26, Nykaa will continue to support Anushkaa Foundation towards the Clubfoot treatment of 142 children.	
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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.