

**CSR Projects approved by the Board of Directors of Nykaa E-Retail Limited for the Financial Year 2024-25**

*[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:

- Upliftment and mentoring of vulnerable age groups
- Education, skilling & entrepreneurship
- Access to healthcare
- Sustainability and environmental responsibility
- Support to research & technology
- Promote sports

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 24-25:**

- **Co-create or fund programs** aligned with our CSR focus areas, our business and our social voice
- **Partner with the trusted** – Identify authentic implementation partners and allies that are small or niche, yet committed vs. those flushed with funds
- **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 2024-25:**

The following annual plan as approved by the Board gives details of the CSR projects proposed to be undertaken in FY 2024-25:

#	Name of the Project/ NGO	Description	Nykaa entity mapped for the Project
1	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 – identify and empower student-led innovations addressing challenges relevant to Nykaa and the society at large.	FSN E-Commerce Ventures Limited and Nykaa E-Retail Limited
2	Rise Against Hunger India	In alignment with Rise Against Hunger India's mission to end hunger and empower communities, Nykaa supported the preparation of 47,000 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 and Nykaa E-Retail Limited

3	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 and Nykaa E-Retail Limited
4	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, Noida, Pune, and Mysore, 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.	Nykaa E-Retail Limited
5	Aatapi Seva Foundation	With Nykaa's support, Aatapi Seva Foundation is empowering 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	Nykaa E-Retail Limited

		confidence, the program is helping women transform their aspirations into sustainable livelihoods and creating ripple effects of empowerment within their communities.	
6	Beauty & You Program with Estée Lauder International	Nykaa has partnered with Estée Lauder International as a lead partner for Beauty & You Grants. The primary objective of these Grants, is to discover and propel the next generation of beauty entrepreneurs and to help founders, innovators, and creators build their businesses holistically, incorporating innovative and research-oriented ideas and by identifying brand goals, achieving scale ambitions, and curating product portfolios for Indian consumers. The Awardees receive a Grant that can be utilized to take forward their ideas and build their innovative and research-oriented business models in the beauty space, along with receiving mentorship, guidance, training and awareness that would facilitate their progress in the beauty industry. This year, Nykaa supported three women-led organizations.	Nykaa E-Retail Limited
7	Latika Roy Memorial Foundation	Nykaa has partnered with Latika Foundation to establish a state-of-the-art salon specially designed for children with sensory needs, located at the Foundation's purpose-built, universally accessible campus in Dehradun. This forward-thinking Diversity & Inclusion initiative goes beyond providing essential beauty services — it also functions as a specialized training centre for differently-abled youth enrolled in Latika Foundation's skilling programs. By creating a supportive, accessible environment, the project aims to directly impact 200 children and young adults, equipping them with practical, marketable skills that open pathways to meaningful employment. Through this partnership, Nykaa is taking a significant step toward fostering a more inclusive, equitable future where every individual, regardless of ability, can thrive and succeed.	Nykaa E-Retail Limited

\* Ongoing project which was approved in FY 23-24 and will be continued to be undertaken in FY24-25.

#### **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.