CSR Projects approved by the Board of Directors of Nykaa E-Retail Limited for the Financial Year 2026-27

[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 to design 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.

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

- Skill & entrepreneurship development in the beauty care sector
- Education
- Support to research & technology
- Promote sports
- Healthcare
- Women empowerment
- Upliftment and mentoring of vulnerable communities
- Sustainability and environmental responsibility

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.

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 26-27:

- **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 26-27:

The following annual plan as approved by the Board gives details of the CSR projects proposed to be undertaken in FY 26-27:

#	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 across India. 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 & Nykaa E-Retail Limited
2	YouthNet	In a first-of-its-kind CSR initiative in Nagaland, Nykaa, in partnership with YouthNet, the state's largest NGO, has launched a Beauty Skilling Program to empower young women with professional, industry-relevant beauty skills. The initiative focuses on building technical proficiency, confidence, and workplace readiness, enabling participants to pursue sustainable careers as skilled beauty professionals. By strengthening employability and income-generation opportunities, the program supports long-term economic independence and contributes to inclusive livelihood development in the region.	Nykaa E-Retail Limited
3	Save The Children India (Vipla Foundation)	Nykaa has partnered with Vipla Foundation to launch a six-month skill development and entrepreneurship program for women beauty professionals in Mumbai. The initiative aims to strengthen the technical and business capabilities of women entrepreneurs who have at least six months of experience operating freelance, home-based, or rented beauty service businesses. The program comprises three intensive nine-day workshops conducted at two-month	Nykaa E-Retail Limited

		intervals, combining classroom learning with hands-on practical training. Alongside advanced beauty skills, participants will receive training in entrepreneurship, including business management, financial literacy, customer engagement, digital marketing, and business growth strategies. The structured learning approach enables participants to apply their learnings between workshops, helping them build sustainable and scalable beauty enterprises.	
4	Delhi Council for Child Welfare (DCCW)	In partnership with DCCW, Nykaa supports 11 vocational training centres dedicated to empowering girls and young women from low-income communities. Through this initiative, 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 work opportunities, sustainable income generation, and a future marked by greater independence and empowerment.	Nykaa E-Retail Limited & Dot & Key Wellness Limited
5	Sambhav Foundation	Nykaa, in partnership with Sambhav Foundation, is empowering women from low-income communities by training them as professional beauty service providers. The five-month program is delivered across five fully equipped centres in Bangalore, Guwahati, Dehradun, Delhi, and Kolkata, combining classroom-based technical training with on-the-job practical exposure. Participants are supported through placement linkages with local salons, while many also pursued freelance opportunities, enabling them to achieve greater financial independence, confidence, and long-term livelihood security. Since FY 23, 3,400 women have been trained.	Nykaa E-Retail Limited & Dot & Key Wellness Limited
6	Desai Foundation	Nykaa, in partnership with Desai Foundation, has launched a new Beauty Skilling Project in Jaipur, further strengthening its commitment to empowering girls and women through structured skill development programmes. The project delivers a curated three-month training programme covering beauty therapy, makeup, and hair styling, designed to equip participants with industry-relevant technical skills. In addition to hands-on training, the programme also provides livelihood and placement support, enabling participants to build sustainable careers in the beauty and wellness industry and move towards greater financial independence.	Nykaa E-Retail Limited & Dot & Key Wellness 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.