



SOCIAL – TENANTS

Vibrant and Sustainable Spaces

The strategic importance of offices has today surpassed their traditional role as mere workplaces. It is a place where an organization can bring together its people for collaboration, spreading culture and attracting and retaining talent. Our objective is to provide our tenants with an immersive environment and an inclusive workplace experience. We act as partners for our tenants, helping them foster a culture where employees aspire to excel, driven by vibrant and sustainable spaces.



EARTH FORWARD FOR A SUSTAINABLE FUTURE

We hosted an exclusive series of ESG Dialogues, Earth Forward in Candor TechSpace G1 in association with The Economic Times. The dialogues aimed to build a better world for people, businesses, communities, and the planet through meaningful conversations for a greener and brighter tomorrow. This platform brought together leaders and change-makers in a series of panel discussions to collectively strategize and inspire the industry regarding the importance of ESG for India Inc.





PROMOTING A WORKPLACE THAT RESPECTS ALL

Brookfield India REIT hosted the NASSCOM DEI Roadshow at Candor TechSpace G1. The event saw panelists from diverse sectors discuss issues related to diversity, equality and inclusion at workplaces. The topics ranged from inclusive hiring practices that embrace under-represented segments of society to the essential facilities that offices should extend for equitable treatment. Furthermore, the panel emphasized the significance of educating and sensitizing the workforce. Overall, the discussions underscored the importance of building an equitable workforce where everyone deserves and receives equal opportunities.



CELEBRATING INTELLECT

We hosted India's largest corporate campus quizzing event, Qriosity 2023, to celebrate India's 77th Independence Day and curate an employee engagement experience for out tenants. The extraordinary experience unfolded an intriguing journey through India's past, present and future. In partnership with QShala, the event received great participation, engaging over 2,000 participants, across our campuses. Celebrity quiz master Mandira Bedi conducted the event, fostering knowledge-sharing, covering an array of topics, spanning current affairs, history, films, music and sports.



STRENGTH IN DIVERSITY AND UNITY

Diversity is a core value at Brookfield India REIT, reflected in our collaborative culture with equal representation across all levels. Striving to promote equity, diversity and inclusion, we commemorated the occasion of Pride Month by proudly organizing our inaugural Pride March which saw 1,000+ participants across three cities.

Our campuses were transformed with vibrant pride colors and lively music, challenging stereotypes and emphasizing the importance of respect and equal treatment for all. We further partnered with the Pride Circle Foundation to launch PrideED, an innovative fellowship program offering students opportunities to work on projects promoting LGBTQIA+ inclusion.

PARTICIPANTS SUPPORTED THE PRIDE MARCH

1,000+



PIONEERING SUSTAINABLE REAL ESTATE WITH CRISP

We partnered with Council for Realty Infrastructure & Services Promotion (CRISP) to host a conclave at Downtown Powai, in Mumbai. CRISP is a group of like-minded business leaders that encourages knowledge-sharing among service sector professionals. The conclave, themed Earthrise 2.0, brought together diverse thought and corporate leaders to discuss the growth of eco-friendly real estate development and its future, aligning with our green planet ethos. At the event, more than 100 corporate real estate leaders were also recognized for their achievements with The CRISP Excellence Awards 2023.

ELEVATING HEALTH AND QUALITY OF LIVING

We actively promoted healthier living across our properties by embracing the essence of well-being. On International Yoga Day, we conducted pan-India Yoga sessions led by renowned instructors, aiming to encourage tenants and employees to prioritize their physical and mental health. During 'No Tobacco Day', a 'No Tobacco Campaign' was launched across Candor TechSpace G1, Candor TechSpace G2, Candor TechSpace N1, Candor TechSpace N2 and Candor TechSpace K1 campuses. Candor TechSpace G1 also conducted a dedicated session highlighting the detrimental effects of smoking and the significance of a smoke-free lifestyle.



Investing in a better, cleaner planet

Globally, Earth Day mobilizes communities towards a greener economy. In the spirit of the 2023 theme, 'Invest in Our Planet,' we actively participated in Earth Day with various unique initiatives. We conducted a Ploggers Drive, where tenants and employees jogged while picking up litter in and around our campuses. With influential figures leading the drive, the initiative saw over 650 participants cover 6.15 km to collect over 450 kgs of waste.

'Picnic by the Pond' was another initiative, entailing clean-up drives, tree plantations and land restoration around various water bodies, including Kasan Pond in Manesar and Powai Lake in Mumbai.

PARTICIPANTS
650+

DISTANCE COVERED
6.15 km

WASTE COLLECTED
450 kgs



ENTERTAINMENT WITH IMMERSIVE INNOVATION

At Candor TechSpace G2, we embarked on an exciting journey to the future of entertainment with the launch of the VRverse engagement zone. This innovative event offered a virtual gaming experience for our tenants and employees. Inside this immersive space, participants had the opportunity to dive into the world of AI-powered games. Among the highlights were the VR Boxing Ring, fostering healthy competition, and VR Walk the Board, which defied gravity to provide an exhilarating walking experience. The VR Rollercoaster with its gravity-defying twists, delivered thrilling adventures. This unique experiential event drew participation of over 250 individuals, strengthening our commitment to providing innovative technology-driven experiences for our tenant employees.

A THRILLING SHOWCASE OF SKILL AND TEAM SPIRIT

Our Candor TechSpace G2 and Candor TechSpace K1 campuses came alive with excitement as we hosted the Futsal Premier League, a five-day inter-tenant tournament that saw 12 teams of six talented players battling it out.

At the vibrant Candor TechSpace G2 campus, the league unfolded within the newly inaugurated multisports arena, purpose-built for futsal and box cricket and promising a new era of sporting experiences. The atmosphere was electric, captivating over 1,000 spectators amidst an exhilarating display of dribbling skills and competitive spirit. Beyond the fierce competition, the event gave participants a well-deserved break from work and an opportunity to interact with peers from diverse organizations on the campus.

UNVEILING A CRICKET EXTRAVAGANZA

In a cricket-loving nation, we notched up the fun across our campuses with the live screenings of four Indian Premier League (IPL) matches. Thousands of tenants enjoyed the matches on large LED screens, collectively cheering for their favorite teams. Adding to the excitement was the 'Cricket Mania 2023' contest, allowing participants to make online predictions and win exciting prizes including smartphones and Royal Enfield bikes.





SOCIAL-EMPLOYEES

Harnessing the Power of People

Our people are our greatest strength. We owe our success to their dedication in making our properties vibrant and helping us stay ahead. In our commitment to their overall well-being, we have introduced diverse employee engagement initiatives, creating an environment where they can excel professionally while thriving in an inclusive community.

EMPLOYEE TOWNHALL

We took significant steps towards reinforcing a culture of listening by hosting an Employee Townhall in Mumbai on May 3, 2023. One of the key objectives of such an initiative is to help create and further the 'One Brookfield India REIT Philosophy' across regions. The aim is to rightfully engage employees to inculcate a sense of belonging at the workplace. The event garnered enthusiastic participation from all employees, bringing about knowledge sharing and collaboration.





EMPOWERING OUR PEOPLE

We actively nurture a strong culture of inclusivity, collaboration and empowerment. Taking a step ahead in this direction, we have introduced flexibility at work to empower our employees and enable work-life integration.

With a keen focus on elevating employee experience and engagement, we partnered with Gallup, a global analytics and management consulting firm, to conduct an Employee Engagement Survey. 92% of the employees participated in the survey, helping gather holistic insights into their engagement, satisfaction and well-being. We continually strive to ensure that our organisation provides competitive and valuable benefits to our employees, fostering a positive work environment and supporting our long-term business goals. A Benchmarking study was conducted to evaluate our benefits offering and the study had 13 real estate companies and 7 non-real estate companies as comparators.



ENCOURAGING DIVERSITY, EQUITY AND INCLUSION (DEI)

DEI is crucial to our organization and is at the core of everything we believe in. We are a proud sponsor of the unique Youth Changemaker fellowship program, where students get the chance to collaborate with the Pride Circle Foundation on projects aimed at increasing LGBTQIA+ inclusion in the community. The program's goal is to build responsible citizens through a structured Changemaker Program, align with SDGs to ensure the intended impact, provide and develop the right skill sets to become change agents and develop solutions having potential for larger change.

We aim to build a culture of respect and dignity, and as part of our commitment we conduct periodic knowledge awareness and enhancement trainings for our employees as well as leadership team. A training session on POSH was organised for the senior leaders, in Mumbai, with a focus on POSH awareness and knowledge building. With our increased focus on DEI, a training session on POSH was organized for the senior leadership team in Mumbai. We launched Brookfield Properties Woman's Network (BPWN) on International Women's Day, providing a platform for our colleagues to collaborate and build an ecosystem of learning and growth.





FUN@WORKPLACE

An engaged and motivated workforce is the bedrock of our success. With the objective of elevating employee engagement, we have introduced exciting initiatives under the theme 'Fun@Workplace.' These include 'Friday Fiestas' for a delightful end to the month and other key personal milestones of our employees like their birthdays. We also organized a cricket tournament, the North Premier League (NPL) 2023, which saw enthusiastic participation from 34 teams consisting of over 300 players.



PRIORITIZING EMPLOYEE HEALTH

We collaborated with Dr. Meenal Shah, an experienced healthcare professional, to provide 24x7 consultation and medical advice to our employees and expert guidance on critical medical issues, vaccinations and preventive medicines. She also conducts quarterly wellness sessions to raise awareness on health and well-being.

We celebrated World Health Day on April 6, 2023, by organizing free health check-up camps. The event encouraged employees to adopt a positive and holistic approach towards health.

Healthier workplace with Dr. Meenal Shah*

ONSITE VISITS FOR GENERAL
HEALTH CHECK-UPS/
CONSULTATIONS

3

MONTHLY CALLS ATTENDED FOR
GENERAL HEALTH QUERIES AND
CONSULTATIONS

20+

*Since June 2023

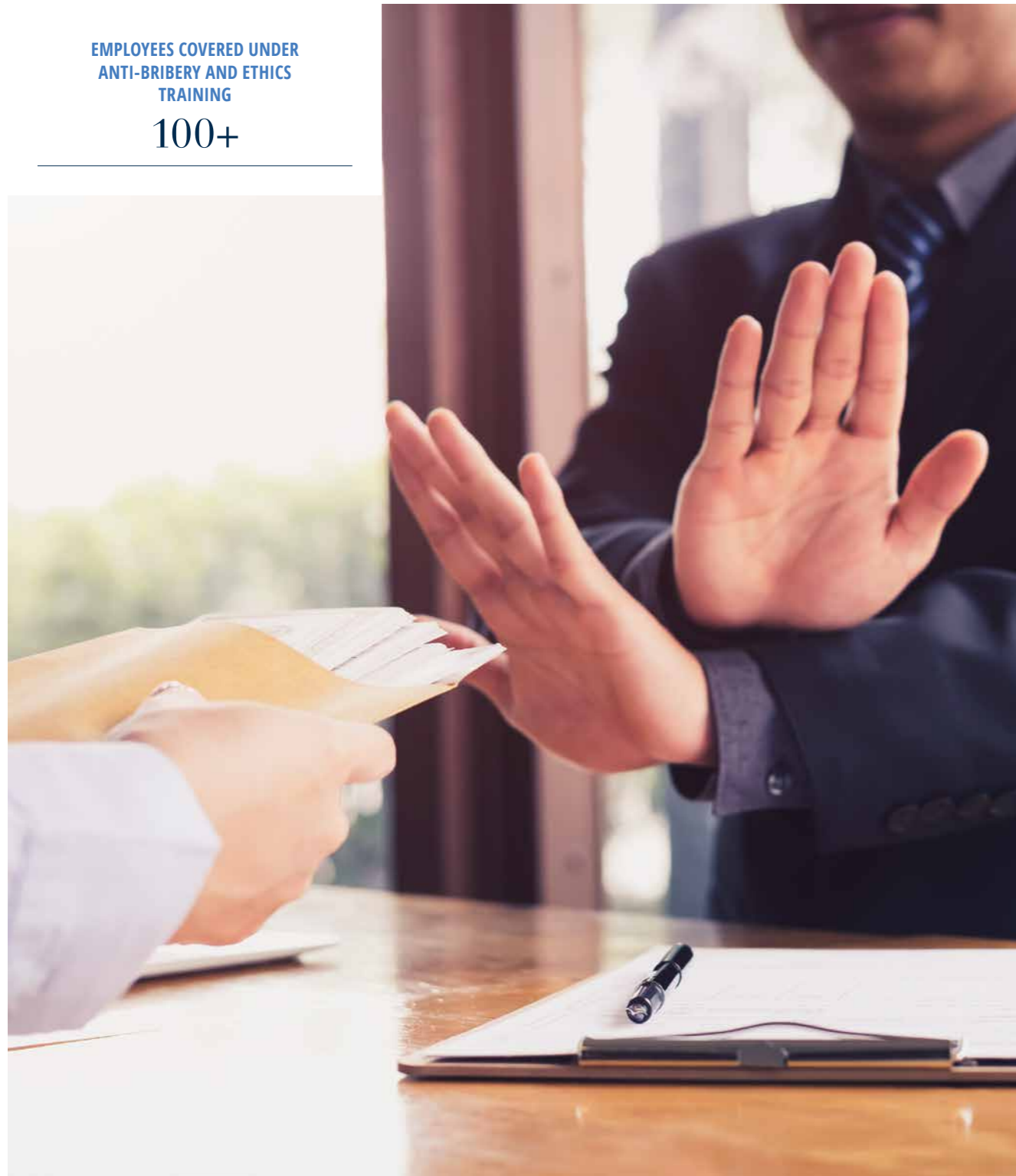


INVESTING IN PEOPLE SKILLS AND EXCELLENCE

We strive for continuous growth and development of our employees. We firmly believe that investing in their knowledge and skills enhances their capabilities and contributes to the overall growth of our organization.

During H1 FY2024, various learning programs were conducted for our employees to equip them with essential tools, knowledge and insights for excelling in their roles. The periodic learning calendar was launched to empower employees to take charge of their learning journeys and embrace the opportunities that continuous learning brings.

EMPLOYEES COVERED UNDER
ANTI-BRIBERY AND ETHICS
TRAINING
100+



IGNITING TRANSFORMATION THROUGH INNOVATION

As part of our ongoing commitment to fostering a culture of innovation within our organization, our HR Team introduced **"Ideathon"** in August 2023. This platform encouraged employees to voice their ideas and share creative solutions that could possibly transform our workplace. This initiative sparked innovative thinking among our peers, resulting in over 200 ideas spanning automation, business development, safety and more.

An extensive assessment matrix was used to evaluate factors like implementation ease, viability, scalability, business impact, uniqueness and overall value of the ideas. Cross-functional leaders carefully selected the most promising proposals with the potential to make a significant impact on our organization's future.



SOCIAL – COMMUNITIES

Inspiring Change, Enriching Lives

At Brookfield India REIT, a deep commitment to transforming the communities where we operate lies at the core of our mission. We proactively undertake tailored projects aligned with the United Nations Sustainability Development Goals (UN SDGs) to enrich lives and contribute to a sustainable future. Our ongoing efforts are uplifting communities and bringing a paradigm shift in the way corporates undertake social impact programs.



NURTURING SUSTAINABLE GROWTH

We strive to pioneer sustainable solutions and contribute to a better world for people, businesses, communities and the planet. In this pursuit, we extended our partnership with Sankalp Taru to maintain the trees planted in Gurugram last year, ensuring a flourishing and sustainable ecosystem.

TREES PLANTED

2,300

GREENFIELD AREA CREATED

8 Acres

OXYGEN PRODUCTION (TON)

2,204*

CARBON SEQUESTRATION (TON)

150*

*Estimated over the lifetime of the trees





HELPING SCHOOLS MAINTAIN FACILITIES

We believe in the transformational power of education and have been supporting facilities in a school within the neighborhood of Tikri, Gurugram for the last three years. During H1 FY2024, we collaborated with Pristine Facility and Nimbus Harbour to maintain and upkeep toilets, ensuring they remain functional and clean in the long run.

STUDENTS BENEFITED
400



BRIDGING THE DIGITAL DIVIDE IN EDUCATION

We endeavor to sustain and upscale the quality of computer education to benefit students across five government schools in Haryana where computer labs were set up in FY2018. We continue to enhance and strengthen these schools for imparting computer literacy to bridge the digital divide. Our efforts include monitoring and maintaining 100 computers and training teachers to keep them technologically adept, ensuring holistic and quality education to the students in alignment with the state board curriculum.

STUDENTS (GRADES 6 TO 11) ACROSS EACH OF THE FIVE SCHOOLS GETTING ACCESS TO QUALITY COMPUTER EDUCATION

1,700

TOTAL STUDENTS BENEFITED FROM QUALITY COMPUTER EDUCATION (FY2018 TILL PRESENT)

47,000+

STUDENTS PURSUING COMPUTER SCIENCE AS A SUBJECT

514



SUPPORTING DIGNITY OF LIFE

We have partnered with Earth Saviours Foundation over the years, offering support to their facilities in Bhandwari and Mandawar in Haryana. The Foundation is dedicated to taking care of deprived citizens in habitable shelter homes, meeting their basic daily needs. Continuing this partnership, in H1 FY2024, we contributed to the health and hygiene supplies for about 500 people housed in their facilities through foodgrains and medical support.

DELIVERING PUBLIC CONVENIENCE

We supported Dr. Aqua Water Purifier Systems and Ashvika Sales in upgrading facilities in the cremation ground situated at Dundahera, Gurugram. Our joint efforts have resulted in the installation of five stainless steel benches and a water cooler equipped with RO technology. These improvements will enhance visitor convenience and create a more accommodating environment during their time of need.