



SOCIAL – TENANTS

Bringing our Spaces Alive

At Brookfield India REIT, our tenants are a key stakeholder of our business and integral to our ESG ecosystem. We remain committed to enhancing their experience across our service portfolio. It is our constant endeavor to nurture and strengthen tenant engagement through our placemaking initiatives, designed to transform their working lives.

TREES OF HOPE

Keeping sustainability as our priority, we launched a campaign across our entire stakeholder ecosystem to drive engagement with the 'Trees of Hope'. The initiative engaged with our stakeholders on zero waste and circular economy. Individuals posted pictures with these sustainable Christmas trees installed across our campuses/and tagging #BrookfieldCares on social media. For every picture posted, we pledged to plant a tree. The trees were made from over 4,000 kilograms of post consumer wood, 2,500 kilograms of reused metal pipes and 100 kilograms of discarded flex and plastic. The campaign evoked an overwhelming response and evolved into a movement. It received around 2,100,000 impressions with active engagement of approximately 32,000. Driven by the response, we have committed to planting a forest of 1,140 trees.





ALL IS WELL THAT ENDS SUSTAINABLE!!!

The 'Repurpose of Trees of Hope' was another initiative aligned to our high standards of sustainability. It involved recycling 7,600 kgs of wood, metal pipes and discarded flex. The initiative generated 35 days of employment for 30 artisan women who crafted more than 100 mats and 50 bags to build a brighter future for the under-served. The initiative is just one example of our team engaging circular economy, where nothing is wasted in a way that supports sustainable development.



TIMES LITFEST

We partnered with the Times of India Group to facilitate the 'Times Litfest – a popular literary event. The event over the years, has grown as a platform that celebrates ideas, bringing together people and views from diverse fields. The hybrid event witnessed a lively exchange of views by leading literary, film, TV and sports personalities. The campaign saw high engagement on social media, generating more than 1,400,000 impressions across the platform. Our association with the Times Litfest is a testament to our focus on offering unique experiences and engagements to promote a pervasive and open culture across our campuses for our tenants.

1,400,000+

IMPRESSIONS GENERATED
FROM 'TIMES LITFEST'





FIRE SERVICE WEEK

The safety and wellbeing of our entire team is paramount across our operations. Across the year, we have conducted several trainings to ensure that our teams continue to be at the cutting edge of safety. We observed the National Fire Service Week at our campuses from April 14 to 20, 2022 to reiterate our commitment to fire prevention and management. We hosted several activities on the theme “Learn Fire Safety, Increase Productivity”, with fire safety equipment on display across the campuses. A mega fire safety drill was conducted, followed by best practices and guidelines shared on the functioning of fire equipment. An interactive quiz was also held to equip occupants and their employees with useful information that would assist them in safeguarding themselves at their workplace and homes.



A mega fire safety drill was conducted, followed by best practices and guidelines shared on the functioning of fire extinguishers





BREAK THE BIAS (WOMEN'S DAY CELEBRATION)

Supporting this year's theme, 'Break the Bias' on Women's Day 2022, we started the **Brave Brooch** movement to celebrate people, from all walks of life, who have showed commitment to calling out bias. The brooch was handmade by Baliji, a visually impaired artisan in Ramasar, Palawal village near Jaipur, Rajasthan, who used her art to empower herself and her tribe from the village. We launched a pan India campaign urging the community to drive meaningful conversation and share their inspirational stories with a picture of the brooch. The initiative drew an active engagement of over 0.3 million people with a reach of over 1 million users. Through this campaign we were able to deliver over 1,400 brooches, empowering 30 other women from the tribe.



REIMAGINING WORK AND WORKFORCE

We partnered with NASSCOM to facilitate NTLF 2022 (NASSCOM Technology and Leadership Forum 2022) with the theme of “Shaping the Techade - the New Now and the Next”. As the “Reimagining Workplace Partner” to the event, we curated an exclusive session on “Reimagining Work and Workforce”, where Ms. Akila Krishnakumar, Independent Director of the Manager discussed the “Importance of Workspace as a Talent Retention Tool”. The session saw active participation of over 1,000 people and was attended by stalwarts from the Indian and global technology industry, C-level executives and expert analysts.

1,000

Participation in session on ‘Reimagining Work and Workforce’

WELLBEING FACILITY

The health and safety of our people are of paramount importance to us. As part of our wellness initiative, we opened a new wellbeing facility at Candor TechSpace G2, Sector 21, Gurugram. Managed and operated by Avyukt Healthcare Solutions, the 11-bed facility supports COVID-19 patients with mild symptoms, supervised by 24x7 available medical staff ensuring the utmost care and protection.





SAFETY WEEK

We celebrated The National Safety Week from March 4 to 10, 2022, to highlight the importance of safety and prevent mishaps resulting from lack of awareness. The objective was to nurture young minds and develop a safety culture in all spheres of life. We conducted online quiz competitions, emergency drills and training sessions on incident reporting and analysis, besides guest lectures jointly with the British Safety Council on safety culture across campuses.



SOCIAL - EMPLOYEES

Creating an Engaging Workplace for our People

Our success starts with our people and we remain committed to investing in their well-being. We strive to keep our employees integrated with our vision and goals through targeted initiatives. Our cultural policy framework is designed to align them with our efforts to create evolved workplaces that are designed to effectively meet the transforming needs of our employees and tenants. We continue to work towards nurturing and developing our own talent pool to reimagine the talent hubs of our clients. That is why we're not just a business that others want to work with - we're a business that people want to work for.

1,689.5

PEOPLE HOURS OF TRAINING

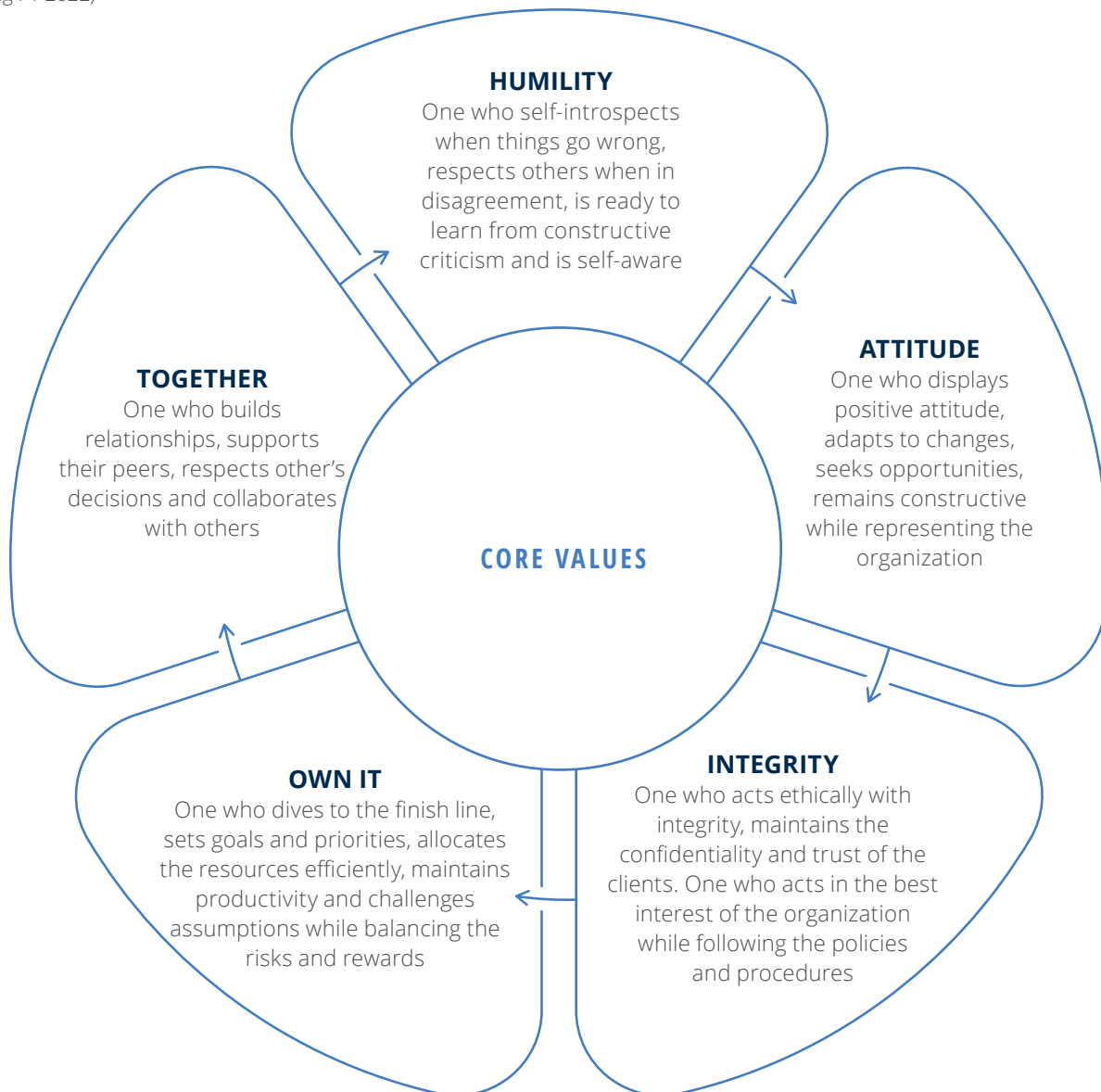
211.2

PEOPLE DAYS OF TRAINING

4.65/5

AVERAGE FEEDBACK SCORE ACROSS ALL TRAINING SESSIONS

(During FY 2022)





HEALTH AND WELLBEING: OUR RESPONSIBILITY

Our employees are our greatest assets. At Brookfield India REIT, we take care of each other by making wellbeing a priority. Our Well-being Strategy promotes a holistic approach to employee wellness which allows our people to realize their potential both personally and professionally.

COVID-19 SUPPORT FRAMEWORK

At Brookfield India REIT, our mission is to create a sense of place and community in the markets we serve. This holds true in good times and in bad. While COVID-19 has undoubtedly brought on significant changes, our commitment to our communities has not wavered. Our extensive COVID-19 support framework comprises:

- Doorstep delivery of medicines and equipment
- Priority arrangement of sample collections and home testing

- Tele-consultations and webinars on COVID-19 related safety measures
- Priority arrangement of medi-care personnel at home
- Maintaining details of COVID-19 positive employees to arrange for plasma donations

DOCTORS' VISITS

As part of our Employee Wellness program, we have organized weekly doctors' visits to our offices across campuses in Gurugram and Noida. The consultation services are available to employees free of cost.





EMPLOYEE ASSISTANCE AND COUNSELING SERVICES

In partnership with ICAS, we have launched Employee Assistance and Counseling Services, with focus on employee well-being. The services cover psychological and emotional stress related to health, illness, financial issues, work-life balance, workplace harassment, family problems, etc. Employees or their family members can access the service through our Employee Assistance Program (EAP) support helpline, which is available 24 hours a day, 365 days a year.



During FY2022, we launched a Behavioral Journey for the leasing team on the theme “Elevate Your Personal Brand.” The six-week program was conducted across 3 modules:

- **Defining Brookfield Persona on personal brand**
- **1:1 session with image consultant**
- **Application based group exercises to sharpen elements of personal brand.**

ENABLING CAPACITY BUILDING

Our people are a core aspect of our culture. We provide volunteer opportunities to help develop our future leaders. We have in place a robust training framework to drive their learning and development journey. Our initiatives are crafted to facilitate their skill upgradation and career progression.

During FY2022, we launched an array of learning initiatives across management levels for the growth and development of our employees.

TRAINING ON:

- Effective communication for front-line executives
- Leadership fundamentals and team management for front-line managers
- Winning attitude for mid-level executives
- Customer centricity and stakeholder management
- PMC training for projects team
- Stress management and work-life balance
- Emotional intelligence
- Creativity and innovation
- Safety leadership training, in partnership with British Safety Council, for leadership team

We also enrolled members from the IT and Operations teams in function-specific certification programs for Synergita PMS tool training during the year.

15 sessions were organized, in partnership with the National Productivity Council under the Ministry of Commerce and Industries, Government of India, on various ESG topics. These included Energy, Environment, Water, and Waste Management. Sixty employees across Operations, Projects, Design and Development teams attended the sessions.

15

ESG TRAINING SESSIONS HELD FOR 60 EMPLOYEES



HELPING EMPLOYEES SCALE CAPABILITIES

Keeping the growth and development of the employees at the center, Brookfield India REIT implemented a 'Higher Studies Policy' in India from January 1, 2022. The policy is designed to boost the professional capabilities of employees and further their careers by pursuing a part-time MBA or other professional programs, at some of India's marquee B-schools. The organization will reimburse costs of the program up to ₹1 million.

ENGAGING WITH OUR EMPLOYEES

To ensure sustained engagement with our employees, we launched several theme-based activities, including the much-appreciated Kahaani Camp for the kids of our employees. These activities were kickstarted with virtual sessions on stress management and work-life balance, yoga sessions, etc.

To help employees de-stress, enjoy and network, we organized multiple gatherings as well as collective celebrations on special occasions, including Diwali, Holi and Women's Day, across regions.

EMPLOYEE TOWNHALL

We organized an Employee Townhall in June 2021 under the chairmanship of members of our leadership team. Mr. Alok Aggarwal, Managing Director & CEO – Brookfield India REIT, shared major accomplishments and priorities of the organization with the employees. He invited employees to share their ideas for the improvement of the organization's working, culture, and operations. Several department heads shared updates on their respective businesses/functions. New members of our team were welcomed into the organizational fold and a Q&A session was also conducted at the townhall.

Digitizing the Performance Process

As part of our overall transition to digitization and automation, we launched a fully automated Performance Management Process for End-Year Appraisal 2021 and Goal-setting 2022 during the year. The move marked a major transition in the digitalization of our performance management system. It is a key step towards digitizing the roadmap of our Human Resource (HR) and administrative processes.

The process is administered completely through our online portal Synergita. It is structured to facilitate a seamless and smooth workflow, coupled with high levels of operational efficiencies, along with automated record-keeping and retrieval. It also contributes significantly to furthering our ESG goals by making the entire appraisal and goal-setting process paperless.





SOCIAL – COMMUNITIES

Enabling Change through CSR

At Brookfield India REIT, we pursue a holistic approach for enabling inclusive change, with community outreach as an integral part. We have developed a robust Corporate Social Responsibility (CSR) framework that accelerates sustainable long-term impact on the communities around which we operate. We are committed to ensuring that our CSR initiatives align with the United Nations Sustainability Development Goals (SDGs) and our Net-Zero actions.

OUR CSR FOCUS AREAS

ENVIRONMENT



Sustainable Cities and Communities

COVID RELIEF



Good Health and Wellbeing

HEALTHCARE (Non COVID initiatives)



Good Health and Wellbeing

SKILL DEVELOPMENT



Decent Work and Economic Growth



Reduced Inequalities

EDUCATION



Quality Education



Reduced Inequalities





EMPOWERING CHILDREN WITH EDUCATION

We partnered with People for Action Trust to provide maintenance of computer labs and education support to students at five government schools in Gurugram during FY2022. The project was aimed at strengthening the schools for imparting computer literacy to bridge the digital divide. It also involved providing technological training to the faculty for ensuring quality education in alignment with the state board curriculum.

2,257

TOTAL NUMBER OF STUDENTS IMPACTED

100

COMPUTERS MONITORED AND MAINTAINED ACROSS 5 SCHOOLS

15

TEACHERS PROVIDED ONLINE SKILL TRAINING



- Working in partnership with the Govt. of Haryana, we have adopted and undertaken a school transformation project in Tikri, Gurugram. The project includes infrastructure enhancements and support with critical facilities such as toilets, drinking water stations, etc.

450+

STUDENTS ENROLLED PER YEAR

- We enabled 21st century skill building for children from low-income households using storytelling and visual Art forms. 'Slam Out Loud: Project Jjivisha' was initiated in partnership with the Foundation of Arts for Social Change in India in FY2021 and concluded in September 2022.

509

STUDENTS IMPACTED

13

WORKSHOPS CONDUCTED FOR STUDENTS

20

NUMBER OF CENTERS PARTNERED WITH



BRINGING CHANGE WITH SKILL DEVELOPMENT

We launched a year-long project in March 2022 in partnership with Sarthak Educational Trust for skill development and employment generation with focus on Persons with Disability (PwDs). The program involves skill building and sector-specific training to create an equal stature for PwDs. We are providing them with a platform where they have equal access to opportunities and resources. We also provide linkages to appropriate employment opportunities for the trained candidates.

20
STUDENTS
UNDERGOING
TRAINING

INVESTING IN NURTURING THE ENVIRONMENT

We have undertaken maintenance of green area in Noida (Sector 135) and Kolkata (New Town, Rajarhat) near our campuses in partnership with Haryali. The project ensures clean and safe neighborhood spaces, while improving air quality and beautification of urban areas.

54,120 m²
(near N2 & K1)
AREA COVERED





MITIGATING COVID-19 IMPACT

We have undertaken several initiatives to provide relief to the people amid the continuing COVID-19 crisis.

- Got a Kent oxygen enhancer for a government hospital from Kent RO Systems Ltd.
- During the second wave of the pandemic, we distributed 15,000 packs of Ayush Kwath (15 gm) to COVID-19 patients through the Ayush department of Government of Haryana, in collaboration with ATH Ayurdamah Pharmaceutical & Research Centre.

As a responsible corporate, we also partnered with Aster DM Foundation to undertake a vaccination drive for the underserved community in Karnataka. We are also looking at vaccinating the vulnerable and at-risk communities with the third dose as per the government mandate.

5,155

DOSES OF COVID-19 VACCINE
ADMINISTERED (FROM MARCH
TO JUNE 2022)

PROVIDING HEALTHCARE & OTHER ESSENTIALS

Our Project Gurukul, initiated with the support of The Earth Saviours Foundation, supported abandoned senior citizens and differently abled individuals to enable them to lead a dignified life. Our program supported the rescue center with food, healthcare and other essentials at a rescue center in Gurugram, Haryana. The project was undertaken during February-March 2022.

500+

ELDERLY AND DIFFERENTLY
ABLED INDIVIDUALS
SUPPORTED

Going forward, we shall focus on the sustainability of our long-term interventions, such as Project Computer Labs. We shall support actively towards the cause of diversity and inclusion, while ensuring compliance with evolving CSR regulations across our focus areas.

