

SOCIAL – TENANTS

# Placemaking Pioneers

Developing a meaningful tenant relationship goes beyond a solid physical foundation; it requires fostering vibrancy through engagement, connection and a sense of purpose and belonging. At Brookfield India REIT, we understand that it is not just about the real estate, but about creating an experiential environment. That's why Placemaking is deeply ingrained in our operational approach. We are dedicated to crafting vibrant and sustainable spaces where our tenants truly enjoy spending their time.



### LIGHTING UP THE FESTIVITIES

We celebrated the festival of lights, Diwali, from October 18-20, 2022. Sumptuous food, melodious music and a general air of cheer all around made it a happy and bright Diwali

across our Brookfield India REIT asset. The gala event, attended by about 2,000 people, offered a plethora of engaging activities including talent hunt, photo opportunities, a flea market, etc.





**ENDLESS ENTERTAINMENT**

Candor TechSpace G2, Gurugram and Candor TechSpace N1, Noida brimmed with laughter, energy and good vibes during The Live Project on October 6-7, 2022. As a part of the project, we had organized a Stand-up Comedy Act featuring Ravi Gupta and Karaoke for the employees of our tenants. More than 1,000 people laughed and sang their way through the event.



**THE FIFA WORLD CUP SCREENINGS**

From December 9 to 18, 2022, our assets came alive with excitement as tenants and their employees experienced an exhilarating 10-day spectacle. We embraced the FIFA fever by organizing live screenings of the iconic FIFA World Cup 2022 tournament. Each day, over 200 individuals gathered to celebrate the global football extravaganza with an unprecedented level of enthusiasm. To enhance the experience, we arranged various activities, including penalty kicks sessions, to further ignite the passion and excitement among the participants.



**SPLASHES OF JOY**

Adding color to moments makes them even more delightful. We celebrated Holi, the festival of colors, across five campuses in three cities during March 1-3, 2023. These three days were filled with enchanting performances, delectable food and enriching experiences as over 1,500 people splashed their presence with lively dances and playful interactions at each campus.

**ART WITH A PURPOSE**

We commemorated “Only One Earth”, the global theme of world Environment Day, by organizing a photography contest in which participants were asked to demonstrate their understanding of the environment through thought-provoking visuals. We were thrilled to receive over 500 entries from participants in communities all over the country. The most striking ones were curated to be displayed around our many campuses in October, as a way to honor the contestants’ art and efforts.



**SCORING OPPORTUNITIES TO NETWORK**

We were delighted to organize the Champions League 2023 at Candor TechSpace K1, Kolkata on February 4-5, 2023. The two-day event saw the participation of 80 players from our esteemed international property consulting partners, including JLL, Knight Frank, CBRE, Cushman & Wakefield and Colliers International. Close contests kept the excitement level high. In the end, Knight Frank took home the coveted trophy.

**BRINGING OUR SPACES TO LIFE**

Across our assets, going to work should never feel like a routine! We hosted musical evenings at our Brookfield India REIT campuses to celebrate new beginnings as we ushered in the new year. The event, held on January 18-20, 2023, saw the participation of 1,500 people across each campus and received a thundering response.



SOCIAL – EMPLOYEES

# Believing in the Power of People

At Brookfield India REIT, we believe in achieving success through our people. Over the years, we have encouraged a workplace that is led with inclusivity, embraces our diverse culture, invests in our teams to support individual development and growth and where equal opportunity is provided to all without discrimination. We value our most important asset our people - and we are committed to nurturing their health, safety and well-being.

These ethos are the foundation to maximizing individual performance and driving our business success. Because, when our people thrive, our business thrives.

## BECAUSE WE CARE

Our commitment to the wellbeing of our people is unwavering and we consistently invest in their security and financial support during difficult times.

In August 2022, we introduced an emergency fund specifically designed to assist employees facing significant economic hardships due to life-altering serious illness or injury. This fund serves as a crucial resource, providing financial assistance beyond their insurance coverage. Employees have the option to be reimbursed up to ₹1M per annum, offering an additional layer of support beyond their existing insurance limits. We prioritize the welfare of our employees and strive to ensure their peace of mind during difficult circumstances.



## KEEPING OUR PEOPLE SECURED

Corporate National Pension Scheme (NPS) was launched in September 2022 to encourage employees to build a retirement corpus while saving on tax.

## IN IT TOGETHER

Launched on January 25, 2023, our new leave-sharing program seeks not only to promote collaboration at work but also to extend support to peers in times of personal exigency.

## INVESTING IN OUR PEOPLE

We launched several new initiatives during FY2023 to ensure the welfare and well-being of our people. These initiatives were designed to keep employees in the best of physical and mental health as they continued to work towards the growth and development of the organization.

## YOUR HEALTH OUR PRIORITY

Through a partnership with major city hospitals, we are providing comprehensive full-body health check-ups to employees across our campuses. The program launched in June 2022 is designed to promote physical health and well-being among our workforce, in line with our commitment to prioritizing their health.





**DEVELOPING SOUND PRACTICES**

Nurturing our talent through engagement, training and sound employee-policies supports our team in maximizing their performance. Our diverse training programs are tailored to meet the evolving needs of our business and are aimed at upskilling our people and opening new career pathways for them.



**Mandatory Anti-Bribery and Corruption Training**

To ensure compliance with laws and regulations, we conduct a mandatory virtual training program every quarter. The program is aimed at educating all employees, especially new joiners and those who attended the training session a year earlier, on the dangers of bribery and corruption and the importance of reporting any unethical behavior.

**POSH Training**

Our POSH training program is a crucial part of our commitment to maintaining an equal and inclusive workplace for all employees. This virtual training is mandatory for all new hires and for those who completed the program over a year ago. The training is conducted twice per quarter to ensure that all employees are up to date with the latest policies and practices related to preventing sexual harassment and promoting a culture of respect and equality in the workplace.



**EMPOWERING OUR PEOPLE**

Our training initiatives are a part of our continuous learning and development journey to help our employees reach their full potential. These include associate engagement and development sessions on diverse topics like problem-solving and effective communication on LinkedIn and making impact through virtual meetings. Our other training programs included executive coaching, ISO 50001 EnMS implementer course, safety audits and team building activities.



**EMPLOYEE EXCELLENCE**

We firmly believe that our employees are the driving force behind our success and we are committed to keeping them motivated and inspired. To this end, we regularly recognize and reward their contributions to our business growth. We showcase our star performers in our quarterly internal newsletter by publishing their names and photographs, celebrating their commitment and performance. During FY2023, we recognized 51 employees across India.



- The year-end gala dinner at Heritage Village Resort & Spa, Manesar, was a much-awaited event that brought together people from Delhi NCR.
- The annual corporate offsite at Jaypee Green Golf Spa & Resorts and Della, Lonavala, gave employees a chance to bond and learn together.
- Employees received gift coupons/vouchers on their birthdays, while the metro feeder shuttle launch and Employee Privilege Program made commuting and shopping easier.
- North Premier League, Internal Cricket Matches and other sporting events kept employees active and energized.

These engagement initiatives in FY2023 are a testament to our commitment to keeping our employees happy, motivated and inspired.



**CELEBRATING TOGETHER**

Employee engagement is a top priority for Brookfield India REIT. Through a wide range of initiatives, we have created a work culture that values our employees and recognizes their contributions.

- On the occasion of International Women's Day and Holi celebrations, the events showcased the talent and entrepreneurship of women through exhibitions and sales counters by self-help groups. Blind women offered foot reflexology, while a new caterer – a woman entrepreneur from 'Food Atelier/ Indian Alchemy' - served delicious food.
- The Diwali celebrations across all Brookfield India REIT assets were a hit, with Diwali Puja, lunch and distribution of goodies to employees.



### INNOVATION CLUB

We believe in bringing together people from different backgrounds and experiences to help foster a culture of collaboration that creates fresh possibilities and value. We organized the 7<sup>th</sup> edition of Innovation Club, a platform to encourage creative thinking, exchange best practices and implement solutions to build a better workplace for tomorrow.



### BUILDING STRENGTH THROUGH DIVERSITY

We launched Brookfield Properties Women's Network, a dynamic community of women within our organization. BPWN aims to create a supportive platform that empowers women to achieve their career aspirations, fosters a more diverse, equitable and inclusive workplace culture and contributes to the success of the company. BPWN invites all women at Brookfield India REIT to join our exclusive network of like-minded individuals, who are committed to making a positive impact and driving change.

SOCIAL – COMMUNITIES

# Investing in Community Development

At our core, we are committed to redefining our business by fully integrating our environmental, social and governance (ESG) priorities across our organization. As a purpose-driven entity, our social impact programs and initiatives are strategically designed to create meaningful and positive change in the lives of individuals and the communities we serve. By actively listening and understanding the distinct needs of each neighborhood, we tailor our projects to align with the United Nations Sustainability Development Goals (UN SDGs). This approach ensures that our efforts are purposeful, impactful and contribute to a sustainable future for all.



Environment



Healthcare



Education



### EMPOWERING CHILDREN THROUGH EDUCATION

Long-term engagement with our community is important to us.

During FY2018, we established computer laboratories in five government schools in Haryana with the aim of reducing the digital gap.

In FY2023, we have remained committed to investing in the upkeep and maintenance of these facilities.

Additionally, as a part of our school transformation project, we have adopted a school for three years in Tikri in Gurugram to support them with better infrastructure and critical facilities such as toilets and drinking water stations. The initiative is aimed at creating a model school with an enabling infrastructure and an environment conducive to learning.

STUDENTS ACROSS GRADES 6 TO 11 HAVE ACCESS TO QUALITY COMPUTER EDUCATION UNDER 'PROJECT COMPUTER LABS'

1,700

STUDENTS BENEFITING FROM ACCESS TO BETTER AMENITIES AT TIKRI SCHOOL

250+



### CREATING A BRIGHTER FUTURE

The Forest of Hope plantation drive is our commitment to lead on sustainable solutions and build a better world for people, business, community and the planet. Against a plan of planting 1,140 trees, driven by our commitment for a greener planet, we planted 2,300 trees in Delhi NCR, covering 18 native species.

TREES PLANTED	INDIVIDUALS, TENANTS AND EMPLOYEES VOLUNTEERED FOR THE PROGRAM	HOURS OF SERVICE
2,300+	200+	500



### NURTURING INCLUSIVITY AND GOOD HEALTH

We collaborated with the Rotary Club of Mumbai Lakers to organize the Powai Run 2023, a community marathon promoting diversity, inclusivity and equality under the theme #EmbraceEquity. The event, brought together participants from various backgrounds to support the cause. In addition, The Inclusion run, held in partnership with the Adventures Beyond Barriers Foundation, aimed to support people with disability community by encouraging corporate leaders to run as allies with visually impaired individuals or individually.

PEOPLE FROM THE COMMUNITY	PERSONS WITH DISABILITIES PARTICIPATED
10,000	50
PARTICIPANTS	
6,900	



### PROMOTING A CULTURE OF COMPASSION

We supported The Earth Saviours Foundation (TESF) to help neglected senior citizens from families and people with intellectual disabilities in Delhi NCR. This program facilitated the purchase of raw food-material to be cooked and served to the beneficiaries residing at the TESH Rescue Centres. Fresh and healthy meals were cooked for 1,000 people, three times a day. Additionally, we supported the purchase of medical beds for those in need residing in these centers.

### CONVERSATIONS FOR CHANGE

As part of our continued efforts to support the communities where we operate, we hosted Vartalap, an interactive session with philanthropist Jas Kalra. The president of the Earth Saviour Foundation, an NGO, provided our people and our tenants an opportunity to understand the ways to engage with the communities and make a positive impact.

BENEFICIARIES
1,000