

SOCIAL – TENANTS

Elevating Experiences with Exceptional Spaces

The notion of a workspace has transcended its traditional boundaries. Our approach to placemaking is designed to spark creativity, cultivate connections, and inspire a sense of purposeness and community. Through our assets, we are committed to enhancing social interaction and strengthen community relationships by creating vibrant environments to live, work and play.

PROMOTING INDIA'S CAPABILITIES

Brookfield India REIT hosted the GCC report launch in association with NASSCOM insights at Candor TechSpace G1, Gurugram. The event featured an expert panel discussion focused on highlighting India's potential to become a GCC hub. It also delved into critical insights, industry mega-trends and prospects. This exemplifies our efforts to promote India's capabilities as a global player in business and beyond.



OUR APPROACH TO PLACEMAKING IS DESIGNED TO SPARK CREATIVITY, CULTIVATE CONNECTIONS, AND INSPIRE A SENSE OF PURPOSE AND COMMUNITY



FACILITATING LEADERSHIP MEET ON GLOBAL SUSTAINABILITY

We hosted the NASSCOM GCC CXO meeting at Downtown Powai – Commercial/IT Park, Mumbai. The discussions are centered on redefining real estate experiences and navigating talent trends in hybrid environments. There were insightful ESG roundtables discussing the tech industry's role in global sustainability and future strategies. Leaders from organizations such as Bank of America and Morgan Stanley attended this exclusive event, which featured a insightful evening with a musical performance.

PIONEERING SUSTAINABILITY FOR TOMORROW

In partnership with The Economic Times, we curated an exclusive series of ESG Dialogues, Earth Forward, at Candor TechSpace G1 and Downtown Powai. This initiative was designed to foster a sustainable future and lead the way with an ESG blueprint for corporate India. This series comprises engaging and thoughtful conversations that benefit people, businesses, communities, and the planet.

Earth Forward provided a vital platform for industry leaders and change-makers to convene in panel discussions aimed at strategizing and inspiring collective action on ESG practices within India Inc. Together, we explored the critical importance of ESG in shaping a greener and brighter tomorrow for all.





COMMUNITY CELEBRATION AT DOWNTOWN POWAI – COMMERCIAL/IT PARK

Brookfield India REIT hosted a lively two-day event at Downtown Powai – Commercial/IT Park, bringing together families for a fun-filled experience. From tarot reading and face painting to beat boxing, silent parties, and live band performances, attendees enjoyed a variety

of engaging activities. Parents bonded with their children over games while savoring diverse food and beverage offerings. The highlight of the event was a cooking masterclass by celebrity chef Natasha Gandhi from MasterChef India. This event was a resounding success, fostering a vibrant community atmosphere and creating lasting memories for all who attended.

1,500+
VISITORS

2-DAY LONG
CELEBRATION

THE HIGHLIGHT OF COMMUNITY CELEBRATION AT DOWNTOWN POWAI – COMMERCIAL/IT PARK WAS A COOKING MASTERCLASS BY CELEBRITY CHEF NATASHA GANDHI FROM MASTERCHEF INDIA.



QRIOSITY: The Largest Corporate Campus Quiz in India

We hosted India's largest corporate campus quizzing event, Qriosity 2023, to celebrate India's 77th Independence and elevating workplace experience. This 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 final event at Candor TechSpace G1, fostering knowledge-sharing, covering an array of topics, spanning current affairs, history, films, music and sports.

CULTURAL MÉLANGE

We curated immersive experiences across our assets bringing the community together in joyous revelry. Our décor, cultural performances, and engagement activities, including tenant talent showcases, provided unique opportunities for interaction and connection within our community. Themed around the concept of ‘cultural mélange’ the spectacle blended the best of traditions and modernity, celebrating not just the hues of spring but also the cultural diversity of India.

5 CITIES COME TOGETHER TO CELEBRATE | **8** CAMPUSES ENGAGED | **10,000+** ENTHUSIASTIC PARTICIPANTS | **12%** INSTAGRAM FOLLOWERS INCREASED



EMBRACING BENGAL'S CULTURAL LEGACY

At Candor TechSpace K1, Kolkata, we recently celebrated Mahalaya, the prelude to West Bengal's iconic festival, Durga Puja, in honor of the state's rich cultural heritage. Our vibrant event showcased indigenous Bengal through captivating performances, interactive experiences, and stunning décor. From a unique central installation to entertainment and picturesque photography, every detail conveyed the essence of Bengal's artistic legacy. The event resonated with spontaneous engagement from attendees, embodying our ethos of connection and collaboration among our valued occupants.

2,000+ OCCUPANT PARTICIPATION | **1,500+** REGISTRATION | **11** ORGANIZATION OF OCCUPANTS PARTICIPATED

CAPTIVATING CELEBRATION OF LIGHTS

Our Diwali celebration in 2023 had a captivating lantern theme, which symbolized the victory of light over darkness. We engaged our tenants and the community with dance, music, impromptu activities, and a lively food and flea market. We worked closely with the tenants to provide stalls and organize competitions while also supporting our retail partners. All competition prizes were sourced from NGOs, and we emphasized sustainability by recycling event materials to reduce waste.

5
CITIES COME TOGETHER TO CELEBRATE

8
CAMPUSES ENGAGED

7,000+
PEOPLE ATTENDED

800+
INSTAGRAM FOLLOWERS INCREASED





PROMOTING THE SPORTING SPIRIT

The Cricket Premier League held at Candor TechSpace G1, Gurugram, was a thrilling event that brought together our occupants with 20 competitive teams. The finals drew over 200 online viewers, contributing to a total viewership of more than 18,000 throughout the event. This engaging cricket tournament exemplified our commitment to community engagement and fostering a spirit of friendly competition among our tenants and participants.

27

**EXHILARATING MATCHES
PLAYED OVER 5 DAYS**

18,000+

**VIEWERSHIP ACROSS DIGITAL PLATFORMS
THROUGHOUT THE TOURNAMENT**



CHERISHING THE CHRISTMAS WONDERLAND

Christmas Wonderland was a hub of fun activities, laughter, and community-centered celebrations that brought people together in merry moments across our campuses. This event showcased the spirit of excitement and unity, fostering community participation and social engagement through themed décor that synergized and connected everyone in the holiday spirit.

11,000+

ATTENDEES

1,000+

INCREASE IN INSTAGRAM FOLLOWER COUNT

3,000+

QR CODE SCANS

**8 CITIES AND 13 CAMPUSES
INDULGED IN THE VIBRANT EVENT**

SOCIAL – PEOPLE

Empowering Our People Through Growth and Innovation

Building a diverse, equitable and inclusive work environment reinforces our culture of collaboration. We create spaces for open dialogue, where diverse perspectives are heard and equal opportunities are ensured. This fosters a purpose-led, inclusive environment where our team thrives. We embrace fresh perspectives, ideas and experiences to make our organization more effective and resilient.



TOGETHER, WE GROW

In our ongoing commitment to cultivate a thriving work environment, we have launched our Employee Referral Program, MITR (Make an Impact Through Referrals). This initiative is designed to leverage the strength of our employee networks, enriching our talent pool and cultivating a sense of engagement and involvement among our workforce, while also recognizing and rewarding their contributions to the company's growth.

IN OUR ONGOING COMMITMENT TO CULTIVATE A THRIVING WORK ENVIRONMENT, WE HAVE LAUNCHED OUR EMPLOYEE REFERRAL PROGRAM, MITR.



PRIORITIZING EMPLOYEE WELL-BEING

When our people thrive, our business thrives. Prioritizing employee health, safety and wellbeing stands as a foundation to maximize individual performance and drive our business success.

Central to our organizational ethos, there are several initiatives introduced to empower our workforce and ensure their happiness and health. Our newly launched Employee Safety & Assistance App, 24 Response, provides round-the-clock support across various domains, including on-road assistance, safety at home, personal safety, and medical emergencies. Additionally, through our strategic partnerships with medical practitioners, we offer 24/7 telephonic and internet consultations, complemented by quarterly wellness sessions addressing emerging medical and health concerns along with on-site doctor visits. We have conducted various well-being workshops a self-defense workshop workshop for all our women employees to equip them with essential crisis survival skills, and sessions addressing prevalent health issues such as PCOS, PMDD, Endometriosis and Diabetes. These initiatives ensure that our support extends to the unique challenges faced by our employees.

FACILITATING CAREER ADVANCEMENTS

As part of our commitment to professional growth, we introduced a mid-year process to provide employees with additional opportunities to discuss their progress with their managers and identify areas for improvement. This proactive approach helped people in getting real-time feedback and realigning efforts wherever necessary. Year-end performance management training sessions were conducted to guide both employees and managers on self and peer evaluations along with facilitating critical career conversations. Additionally, goal-setting workshops helped empower managers to guide their teams in defining impactful performance objectives for the upcoming year. Through these initiatives, we continue to nurture a culture of growth, well-being, and collaboration within our organization.

PROACTIVE APPROACH HELPED PEOPLE IN GETTING REAL-TIME FEEDBACK AND REALIGNING EFFORTS WHEREVER NECESSARY.





IDEATE. INNOVATE. GET REWARDED.

At Brookfield India REIT, innovation transcends job titles. We believe every employee, regardless of their role, has unique perspectives and ideas worth hearing. To foster a culture of innovation, we launched 'Ideathon', a platform encouraging employees to voice creative solutions that could transform our workplace. Through engaging boot camps and effective communication, we sparked innovative thinking among our peers.

To ensure feasibility, we used a robust assessment matrix, evaluating implementation ease, viability, scalability, business impact, uniqueness, and overall value. A panel of cross-functional leaders selected the most promising proposals. 'Ideathon' celebrates voices shaping our future, and we eagerly anticipate the positive changes these ideas will bring.

240 IDEAS

RECEIVED IN 'IDEATHON' 2023
ACROSS AUTOMATION, BUSINESS
DEVELOPMENT, SAFETY AND
WELL-BEING, VENDOR CONTRACTS
AND MANAGEMENT, AND
EMPLOYEE ENGAGEMENT.

MANAGERIAL EXCELLENCE EMPOWERMENT

Our Managerial Accelerator initiative, Capability Building Bootcamps, stands as a testament to our commitment to nurturing managerial prowess within our managerial cohort. This program aims to provide managers with actionable training and resources tailored to fortify their managerial competencies, empowering them to lead effectively and inspire their teams to peak performance.



ELEVATING EMPLOYEE ENGAGEMENT AND RECOGNITION

We believe in fostering a culture of togetherness and achievement. Through our offsite celebrations, held across regions, we cultivate camaraderie and extend heartfelt recognition to our employees for our shared success. These gatherings serve as vibrant platforms for team bonding and appreciation, reinforcing our commitment to unity and excellence.



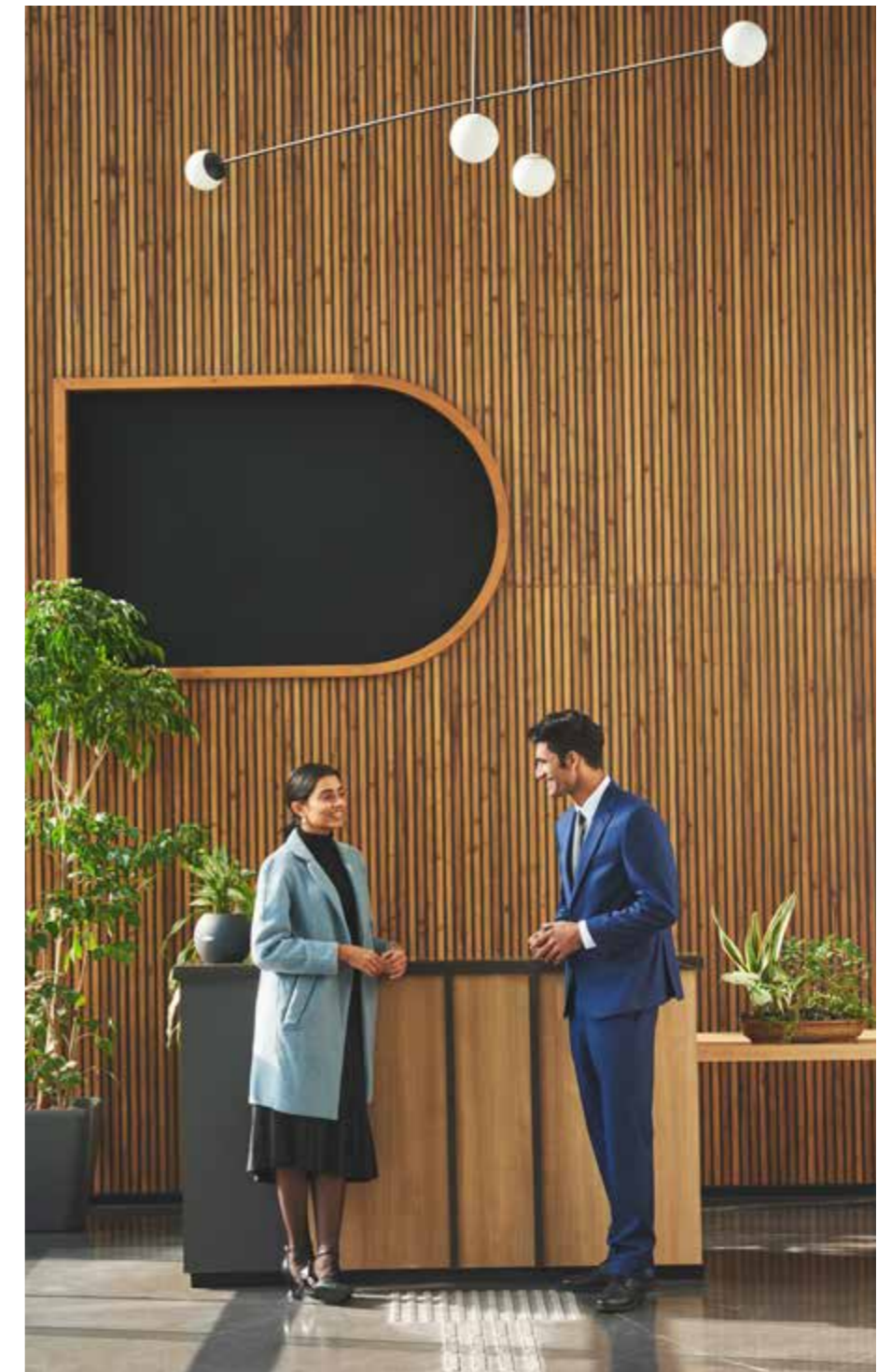
EMPOWERING LEARNING WITH EXCELLENCE

We ensure continuous learning and professional development of our employees. Our Learning Excellence Initiative exemplifies this commitment through the publication of a comprehensive learning calendar. Empowering employees to take ownership of their learning journey, this initiative provides structured guidance on subject matter and timelines, ensuring growth and proficiency across our organization. In 2023, our efforts in employee learning and development (L&D) were recognized with two prestigious awards. This includes the Indian Society for Training & Development (ISTD) award for Innovative Training Practices in L&D along with the TISS LeapVault Silver award for L&D Team of the Year.

OUR LEARNING EXCELLENCE INITIATIVE EXEMPLIFIES THIS COMMITMENT THROUGH THE PUBLICATION OF A COMPREHENSIVE LEARNING CALENDAR.

NURTURING A CULTURE OF LISTENING AND COLLABORATION

We are committed to fostering a vibrant culture of listening and collaboration throughout our organization. Through our periodic leadership town halls, we endeavor to cultivate a unified workforce that embodies our 'One Brookfield Philosophy'. These engaging sessions serve as platforms for open dialogue, knowledge sharing, and alignment on organizational goals. By promoting a sense of belonging and unity across regions, we strengthen our brand recall and enhance occupant retention, ensuring sustained success and growth.





CHAMPIONING DIVERSITY, EQUITY, AND INCLUSION (DEI)

As strong advocates of diversity and inclusion, Brookfield India REIT proudly sponsored the Youth Changemaker Fellowship Program in collaboration with Pride Circle. This groundbreaking initiative is dedicated to fostering LGBTQIA+ inclusion and empowerment. The fellowship equips students with the skills and resources to drive meaningful change in their communities by supporting projects aligned with Sustainable Development Goals (SDGs). Through our partnership, we strive to create a more equitable and inclusive society, where every individual has the opportunity to thrive and contribute to positive social impact.

LEADERSHIP CONNECT: BRIDGING PERSPECTIVES 'BEYOND THE BOARDROOM'

Stepping beyond traditional confines, our Leadership Connect Series offers a unique opportunity for direct interaction with our senior leaders. This dynamic platform facilitates open dialogue on crucial action areas and organizational priorities, transcending hierarchical barriers. By engaging teams and functions in a hybrid format, we foster collaboration and alignment, driving collective progress and innovation.



SOCIAL – COMMUNITIES

Building a Better Tomorrow

At Brookfield India REIT, we are committed to inspire change, and empower communities in which we operate. We partner with various organizations to create impactful and enduring programs that enrich the environment, elevate educational standards, foster local development, and improve healthcare. We ensure the alignment of these initiatives with the United Nations’ Sustainable Development Goals to enhance the quality of life for everyone. We further strive to actively listen to our communities and partners to maximize the positive impact of our efforts.



KEY FOCUS AREAS OF OUR CSR INTERVENTIONS



Environment



Community Development



Education



Healthcare



UN SDGs IMPACTED





NURTURING THE SEEDS OF CHANGE

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, ensuring a flourishing and sustainable ecosystem. Through planting of native species known for their carbon sequestration abilities, we are enriching biodiversity along with providing vital fodder for livestock.

Additionally, our initiative focuses on establishing self-sustaining ecosystems. By utilizing innovative IT platforms for geotagging and monitoring, the initiative ensures transparency and efficiency in its efforts.

PROJECT IMPACT

2,300 TREES

PLANTED IN DELHI NCR THROUGH COMMUNITY LAND TRANSFORMATION MODEL

~1,090 TONS

OXYGEN PRODUCED IN A LIFESPAN

~1,500 TONS

CARBON DIOXIDE SEQUESTERED IN A LIFESPAN

PROJECT OUTCOME

DELHI NCR

PLANTATION AREA

~95%

SURVIVAL RATE

OUTSTANDING

STATUS

HIGH SURVIVAL

RATE

INTERPRETATION





REVIVING AN ECOSYSTEM

We partnered with Abhipsa Foundation to support a pond revival project in the Border Security Force (BSF) campus in Bhondsi, Gurugram. The pond was facing sewage logging issues, which was leading to mosquito-borne diseases and adversely affecting the water supply for our soldiers. As a part of the project, a waste water treatment plant that cleans 50 kilo liters daily was installed. Our joint efforts not only resolved the sewage issues, but also contributed to groundwater recharge and ushered in a flourishing ecosystem, marked by an increase in the bird and butterfly species.



Activities Conducted in FY 2023-24

Teacher orientation workshop
Educators from Haily Mandi, Pataudi, and Carterpuri schools gained insights on utilizing ICT tools to prepare students for a tech-driven future.

Mental health workshops
Conducted for students and parents in Carterpuri and Haily Mandi, with nearly 300 students and 20 parents in attendance.

Haryana IT mela
Students from all five schools participated in an IT Model competition, resulting in Pataudi School winning the 1st prize.

AI modulation workshops
Organized across all five schools to educate on the usage and implications of AI technology.

Diwali mela
Students across schools celebrated Diwali Research Week, learning about its significance and creating related artworks.

Inter-Class quiz competition
Kankrola School secured the 1st prize, followed by Haily Mandi and Pataudi School.

Computer quiz competition
IT students participated in a computer quiz competition.

First library set-up
Carterpuri School inaugurated its first library with over 150 books, with plans to replicate it in other schools.

Field visit
12 students from Kankrola School visited ITI Kosli to explore advanced technologies and career paths.

Art competition
350 students engaged in an art competition to promote creativity and self-expression.

Graphic design workshop
180 students from Carterpuri participated in a workshop aiming to enhance employment opportunities and self-expression.



BRIDGING THE DIGITAL DIVIDE

Recognizing the importance of skill development and bridging the digital literacy gap, we have partnered with People for Action. Over the past few years, our collaboration has positively impacted 4,500+ lives. In FY2024, our focus is on enhancing computer literacy across five government schools in Haryana. Building on our previous investment in computer labs in FY2018, our goal is to cultivate technologically-adept faculty, ensuring comprehensive and high-quality education. Through this initiative, we are upgrading school infrastructure and empowering students and teachers with the tools they need to thrive in the digital age, contributing to individual empowerment and nation-building.

Outcome Generated

School	Students taking IT as subject
Haily Mandi	89
Carterpuri	187
Pataudi	113
Kankrola	9
Dundahera	154

4,219
TOTAL STUDENTS BENEFITED

239
TOTAL TEACHERS BENEFITED

100
(ACROSS 5 SCHOOLS)
COMPUTERS MONITORED AND MAINTAINED

SUPPORTING DIGNITY OF LIFE

In collaboration with the Earth Saviours Foundation, we extend our humane support to Bandhwari Sewa Dham. Our joint efforts are focused on driving meaningful impact through ensuring essential provisions and promoting health and dignity among those in need. We strive to empower destitute individuals to overcome health challenges, with a focus on facilitating timely access to nutritious meals.

Impact driven

500

ELDERLY PEOPLE RECEIVED ESSENTIAL SERVICES

GROWTH AND SUPPORT

Udayan Ghar Program

The Udayan Ghar Program is dedicated to driving our mission to improve the lives of vulnerable children by providing them with a safe home where they receive mentoring, parental guidance, nutritious food, education, and comprehensive physical and mental health care. We encourage all-round development, allowing children to advance their unique talents and hobbies, including various sports and creative activities. Additionally, our commitment extends beyond childhood years through the Aftercare Program, which provides continued support to children beyond the age of 18 until they achieve financial independence.

