

## SOCIAL - EMPLOYEES

# Empower Our People

Our people are central to our success. We strive to create a workplace that encourages growth, collaboration, and respect. The focus is on building an environment where learning is continuous, conversations are open, and every voice matters. We strengthen employee engagement and connect individual ambition with the organization's long-term vision by embedding inclusivity and purpose into everyday practices.



**DIVERSITY, EQUITY & INCLUSION**

Diversity, equity, and inclusion are core to building a fair and thriving workplace. Our commitment extends beyond our organization as we work with occupiers and communities to embed these values. Events and initiatives that celebrate diverse identities help foster a culture of belonging and recognition.

We place strong emphasis on gender equity, striving for balanced representation of women across our workforce and recognizing their achievements across our ecosystem.

**QUARTERLY CULTURAL CELEBRATIONS: EMBRACING DIVERSITY**

Every quarter, we celebrate the rich cultural tapestry of our workforce through immersive experiences featuring regional cuisines, traditional music, and vibrant performances. These events foster inclusiveness, build cross-cultural appreciation, and create lasting memories.



**UNIVERSAL ACCESSIBILITY FOR PERSONS WITH DISABILITIES (PWDs)**

We are committed to creating inclusive campuses that empower Persons with Disabilities. Our goal is to make all properties fully accessible, ensuring smooth and independent mobility. Inclusive design features such as accessible pathways, designated parking, user-friendly lobbies, elevators, staircases, and restrooms are being integrated across developments. As a founding member of the CII-Indian Business and Disability Network and a signatory to The Valuable 500 pledge, we reinforce our commitment to a more equitable society.

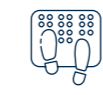
**Some of our Universal Accessibility Interventions Include:**



Dedicated Parking



Wheelchair Accessible



Tactile Indicators



Automated Entry/Exit



Dedicated Accessible Elevator



Braille-enabled lifts and signages

**HUMAN RIGHTS**

**HIV and PoSH awareness training: Building respectful workplaces**

We conducted HIV awareness and PoSH (Prevention of Sexual Harassment) training to promote respect and inclusivity at the workplace. These programs reinforce dignity, equity, and the right to a safe work environment, helping employees feel both valued and protected.

**WORKPLACE SAFETY AND WELL-BEING**

**Ensuring a safe workplace**

Regular PoSH training sessions equip employees with the knowledge and confidence to uphold a culture of respect. Through case studies and interactive modules, employees gain practical tools to address and prevent workplace misconduct.

**Emergency protocol training for SPOCs**

SPOCs (Single Points of Contact) have been specially trained to respond to mental health crises, particularly situations of suicidal ideation. With tailored toolkits, they act as immediate responders, ensuring sensitive issues are managed with care and urgency.

13

SPOCs trained on emergency response for mental health crises

**Immediate emergency assistance**

Our partnership with 24Response extends protection beyond office premises. Employees receive real-time emergency support – whether road incidents, medical needs, or fire hazards – strengthening trust in our commitment to their safety everywhere.



**EMPLOYEE SUPPORT & DEVELOPMENT**

**Personalized employee assistance**

Through confidential counseling and guidance, the 1to1 Help program addresses both professional and personal challenges. Employees and managers are oriented through awareness sessions, making support channels more approachable.

**Mid-year conversations**

Focused check-ins at the mid-year point help managers and employees revisit goals, assess progress, and realign efforts for the remainder of the year. These conversations ensure that performance stays aligned with organizational objectives.

**Bridging the gap**

Senior leadership hosts regular sessions with employees to enhance transparency and open dialogue. These forums encourage feedback, align individual contributions with strategic priorities, and foster stronger trust across levels.



**ENGAGEMENT & TEAM BUILDING**

**Fostering team spirit**

We organize a range of sports – from cricket and football to table tennis – that promote fitness, camaraderie, and healthy competition. These events break silos, energize employees, and strengthen team dynamics.

**Strategic alignment & transparency**

Our Townhall sessions provide employees with a clear picture of company priorities and performance. By sharing updates on business progress and capital strategy, leadership builds transparency and collective ownership of future goals.

**PROCESS EXCELLENCE AND DIGITIZATION**

**Digitization of ABC, COC and onboarding**

Critical processes such as Anti-Bribery & Corruption (ABC), Code of Conduct (COC), and onboarding have been digitized through Workday. This ensures employees can access essential policies, complete compliance requirements, and manage onboarding seamlessly on a single digital platform.

**FEEDBACK AND CONTINUOUS IMPROVEMENT**

**Gallup survey and action planning**

The Gallup survey conducted in April saw active participation across the workforce. Results from the survey are being converted into concrete action plans that respond directly to employee feedback. This cycle of listening and acting builds trust and enhances employee experience.

**HEALTH & WELLNESS**

**Holistic healthcare**

On World Heart Day, we launched a webinar on heart health, initiating a series of wellness programs that will focus on different dimensions of well-being. These sessions encourage employees to adopt healthier lifestyles and engage proactively with their personal health journeys.



SOCIAL – TENANTS

# Workplaces that Inspire Growth and Connection

Brookfield India REIT is built on the foundation that great workplaces go beyond infrastructure. We design thoughtful spaces, curate unique experiences, and undertake year-round engagement initiatives to build communities that are vibrant, inclusive, and future-ready. These efforts elevate workplace satisfaction and foster a sense of belonging, enabling our tenants and our destinations to flourish.



**BRINGING A GLOBAL EV ICON**

August 2025 marked a new milestone in our long-term, tenant-first approach as we welcomed global electric vehicle (EV) leader and iconic brand Tesla to launch its Experience Centre at Worldmark, Aerocity, Gurugram. The center provides visitors and Tesla enthusiasts with a first-hand experience of the brand's cutting-edge technology and sustainable mobility, giving it an edge over conventional car dealerships. It includes three key zones:

**Vehicle Display Zone**

to experience the brand's EV models

**Tesla Supercharging Station**

to display Tesla's charging technology

**Interactive Customization Studio**

to engage visitors on personalization and configuration of Tesla vehicles

This collaboration reflects our commitment to creating dynamic, future-ready destinations for global brands where innovation and tenant experience shape a more sustainable and inspiring environment.



**ATELIERSUITES**

In a fast-moving world that demands impactful roles from business leaders, focus is key to power excellence. The launch of the private executive suites, AtelierSuites at Worldmark 3, Aerocity, New Delhi, is a sanctuary of privacy and calm to augment work days. Located in proximity to Indira Gandhi International Airport, this space integrates state-of-the-art interiors, strategic locations, and seamlessly blends hospitality with operational functionality. It is spread across 62,000 sf, featuring 24 private studios, fully equipped meeting rooms, and other curated zones that inspire clarity, creativity, and composure.

**AtelierSuites at a glance**

**62,000 sf**

Total space

**24**

Private studios

**TALK OVER TOAST**

Our second edition of Talk Over Toast brought together over 300 sharpest minds in international property consulting (IPC) for a high-level discussion on what is redefining commercial real estate.

The venue – Candor TechSpace, Sector 21, Gurugram – perfectly embodied the event's theme as NCR's first campus-style, non-SEZ workplace powered by 40% green energy, enriched with premium amenities, and designed for efficiency, reflecting how modern businesses operate. The event featured seven engaging sessions exploring campus-style developments amid SEZ conversions, evolving workplace strategies, the role of premium amenities on tenant choices, and the shift toward practical, operational sustainability.

**300+**

IPC participants, including those from Anarock, Colliers, Jones Lang LaSalle (JLL), CBRE, Savills, Knight Frank, and Cushman & Wakefield.

**Seven**

Engaging sessions



**MAHALAYA MAHOTSAV 2025**

Festivals connect communities, and at Brookfield Properties, we celebrate that spirit across our campuses. As the festive season began, Candor TechSpace, Newtown, Kolkata hosted Mahalaya Mahotsav 2025 – an immersive celebration that honored tradition and inclusivity. The event reinforced our belief that vibrant workplaces go beyond infrastructure – by nurturing connections, belonging, and shared joy, we create communities where people feel inspired and engaged every day.

**300+**

Tenants came together to experience cultural performances, art, and shared festivities that reflected the city's heritage

**TENANT WELCOME**

Every new tenant marks a new relationship built on trust, collaboration, and shared purpose. We were delighted to welcome RGF, Vedicansh Wellness, and PNB MetLife to Worldmark Gurugram – an ecosystem designed to inspire productivity and belonging. The welcome event brought teams together in a spirit of celebration, symbolizing the beginning of enduring partnerships. As part of our ongoing commitment, we continue to curate experiences that help tenants connect, thrive, and feel at home in our communities. Because every arrival at Brookfield Properties is the start of a shared journey.

**PREFERRED SQUARE INAUGURATION**

We are pleased to welcome Preferred Square – a global provider of offshore consulting, investment advisory, and analytics solutions – to our tenant community at Candor TechSpace, Sector 48, Gurugram. The inauguration marked the beginning of a promising partnership anchored in collaboration and shared aspirations. The campus, known for its expansive layout, sustainable design, and premium amenities, offers an ecosystem that supports business growth and innovation. We look forward to enabling Preferred Square's journey within this thriving workplace community that blends performance, experience, and connection.





**PICKLEBALL FEVER HITS THE CAMPUS**

Candor TechSpace, Sector 21, Gurugram, came alive with high energy levels as the Pickleball Premier League lit up the campus. Featuring over 100 teams across pickleball, chess, and carrom, and drawing over 500 spectators, the event transformed everyday spaces into arenas of camaraderie and spirited competition.

**100**

Teams across pickleball, chess and carrom

**500+**

Spectators

**SEWA TALES: NARRATIVES THAT NURTURE, STORIES THAT SERVE**

2026 has been designated as the International Volunteer Year by the United Nations towards the achievement of Sustainable Development Goals. Aligned with this proclamation, we hosted the Sewa Tales CSR Roundtable, a Sewa Bridge initiative, at Worldmark Aerocity, New Delhi. The event brought together corporate changemakers to champion the spirit of shared responsibility and greater common good.

The power-packed session sparked conversations on emerging trends in employee volunteering and best practices in corporate social engagement. Professionals also shared inspiring stories of their impact-driven programs that brought meaningful progress. Through Sewa Tales, we reaffirmed our belief that future planning means looking beyond business goals to create greater value for communities.



**SCALING ENGAGEMENT AND EXPERIENCES WITH RETAIL SPACES**

Placemaking at Brookfield India REIT is all about prioritizing community needs and building spaces that create lasting connections through genuine utility. Extending this to our retail strategy, we have launched three new retail destinations that inspire engagement well beyond transactions.

**Burma Burma Arrives at Worldmark Delhi, A Cultural and Culinary Experience Rooted in Heritage**

We are delighted to welcome Burma Burma Restaurant & Tea Room to Worldmark Delhi, adding another iconic name to our diverse culinary portfolio.

Strategically located within one of our flagship campuses, Worldmark Delhi continues to evolve as a dynamic hub of curated retail, placemaking, and community-first experiences.

As the country's only Burmese specialty restaurant and tea room, Burma Burma brings with it a rich blend of culture, flavor, and artistry, marking yet another milestone in our journey of crafting meaningful destinations.

**Underdoggs, Noida**

Underdoggs is the newest draw at Binge Central, the buzzing social zone in Candor TechSpace, Sector 62, Noida. Bringing together sport, play, and playful signatures for casual sipping, it offers a high-energy setting. Its spacious layouts and communal tables make it ideal for group outings or after-work hangs, while match screenings, pool, darts, and foosball make it a perfect spot to spark interactions and recharge.

**Freshpik, Mumbai**

Freshpik at Spectra, in Downtown Powai, Mumbai, simplifies grocery shopping through curation. With efficient design and mindful assortments, it meets the pace of the area's efficient and thoughtful professional demographic to ensure repeat visits.

**Freshpik brings a curated selection of local produce, organic staples, and gourmet items**



## SOCIAL – COMMUNITIES

# Partnering for Social Good

We work closely with communities to build programs that create lasting social impact. Our community initiatives align with national priorities and the UN SDG, focusing on areas where our presence can create measurable difference. This includes education, health and hygiene, environment, and skill development. Each one is selected through our ESG screening framework, ensuring relevance, scalability, and long-term benefit to the people it serves. Through strategic partnerships, we aim to enable access, capability, and opportunity, empowering communities to grow alongside us as we build responsible, resilient places for the future.



**SHELTER HOMES WITH MEALS, MEDICAL CARE, AND FAMILY SUPPORT**

Through a continued association with the Earth Saviours Foundation, we are supporting the development and upkeep of large-scale, full-service shelter homes that extend care and dignity to the elderly and abandoned. These homes provide a safe environment with nutritious meals, continuous medical attention, and emotional support through caregiving, counseling, and community routines that restore stability and belonging.

The upcoming Mandawar Sewa Dham in Haryana, currently under construction, is designed to expand this model of care with purpose-built facilities that can accommodate hundreds of residents. Existing shelters continue to serve as a refuge for those without family or means ensuring comfort, respect, and a sense of home. This initiative reflects our long-term commitment to strengthening social infrastructure and upholding human dignity for society's most vulnerable citizens.

**500+**  
People to get the benefit from the additional capacities

**UN SDGs impacted**



**EMPOWERING EDUCATION THROUGH DIGITAL INTEGRATION**

For over six years, we have partnered with People for Action playing an instrumental in empowering students and community members in Haryana by enabling the digital education system. We have set up computer labs equipped with connected devices, audiovisual tools, and a structured digital curriculum, supported by trained instructors and regular maintenance. A unified digital platform enables schools to share content, conduct tutorials, and host virtual sessions, while students manage school websites that function as intranets and blogs, enhancing collaboration and creativity.

**Six**  
Government schools equipped with digital learning infrastructure

**1,000+**  
Students gaining digital literacy exposure annually

**25,000+**  
Learners impacted since inception



**NURTURING THE GIRLS AND YOUNG WOMEN**

In partnership with Udayan Care, we support the education and well-being of girls through the Udayan Ghar and Udayan Shalini Fellowship programs. The residential care homes provide secure accommodation, balanced meals, health check-ups, and access to formal education in a nurturing environment. The fellowship extends this support to adolescent girls and young women through mentoring, life-skills sessions, and career guidance. Together, these initiatives help participants gain confidence, pursue higher education, and prepare for employment. The focus remains on equipping them with the resources, knowledge, and self-belief to build stable, independent futures and participate fully in social and economic life.

**30+**  
Girls receiving education, nutrition, and healthcare support

**30+**  
Young women mentored through fellowship sessions

**300+**  
Children reunited with their families through program support

**UN SDGs impacted**





**AFFORESTATION DRIVE FOR COMMUNITY AND CLIMATE RESILIENCE**

Our collaboration with SankalpTaru Foundation extends our social commitment into environmental action through an afforestation initiative in Gurugram. The project focuses on planting and nurturing native tree species that restore ecological balance and enhance biodiversity. A digital monitoring platform ensures transparency and long-term care, while local communities benefit from improved green cover and soil regeneration. The initiative demonstrates how sustainability can be community-driven – where environmental stewardship supports both nature and livelihood, reinforcing our goal of building resilient ecosystems that sustain future generations.

**2,300**

Native trees maintained under community stewardship

**95%**

Sapling survival rate achieved

**1,500 tons**

CO<sub>2</sub> sequestered over the trees' lifespan

**UN SDGs impacted**



**ENHANCING STUDENT WELL-BEING THROUGH IMPROVED SANITATION**

To ensure a clean, safe and supportive learning environment, we implemented a comprehensive WASH (Water, Sanitation and Hygiene) project at Tikri School in Gurugram. This initiative was designed to improve sanitation infrastructure, maintain hygiene standards and foster long-term behavioral change among students and staff.

The project focused on the deployment of trained personnel, regular maintenance and hygiene education – ensuring that the school environment remains conducive to learning. By maintaining toilet facilities built in FY2023 and upholding cleanliness protocols, the intervention has significantly reduced health risks, improved attendance and enhanced students' ability to focus and thrive academically.

Beyond physical infrastructure, the initiative has contributed to students' mental well-being and dignity, especially for adolescent girls, by providing safe and hygienic sanitation facilities. These improvements are essential for holistic development and long-term educational outcomes.

We continue to support the school with ongoing maintenance and capacity-building efforts, upholding our commitment to sustainable, community-centered development.

**200+**

Students benefited from improved hygiene standards

**UN SDGs impacted**

