



1

2

3

4

5

6

7

SUSTAINABILITY



HUMAN CAPITAL

Empower Our People

We focus on building a safe, inclusive and high-performing workplace through continuous learning, leadership development, employee wellbeing initiatives and ethical workplace practices. Our investment in people strengthens collaboration, supports growth, enhances productivity and reinforces organizational resilience, while helping employees maintain a healthy work-life balance.



1

2

3

4

5

6

7

SUSTAINABILITY

Human Capital Development



Employee Engagement

We foster collaboration by listening to employees and responding to their needs. In FY2025-26, we conducted an Employee Engagement Survey to assess employee wellbeing and workplace experience across job satisfaction, sense of purpose, happiness and stress levels. We analyzed the results and implemented targeted action plans to address key themes related to communication, collaboration and workplace culture.

We also monitor and enhance the employee lifecycle, from onboarding and engagement during tenure to responsible, well-managed exits. Structured exit interviews help us capture feedback and improve people practices across the organization.



Employee Wellbeing

We have implemented employee support programs that promote holistic health and wellbeing. Together serves as our unified engagement platform, bringing all employee engagement activities under one umbrella. Guided by the philosophy of Building Places, Connecting People, the platform focuses on three pillars viz., wellness, events, and sports.

Through these pillars, we curate year-round initiatives that encourage healthier lifestyles, social connection and team collaboration. These include mindfulness programs, fitness challenges, cultural celebrations, awareness initiatives and sports-based activities that promote active participation.

We also offer a comprehensive suite of benefits, including childcare facilities, child nursing rooms and paid parental leave of 24 weeks for primary caregivers and one week for secondary caregivers. Our health insurance covers major illnesses. During the year, we introduced an additional benefit for out-of-pocket medical expenses, including pharmacy costs, doctor consultations, dental care and vision care, along with annual preventive health check-ups. We also encourage employees to use their leave entitlement and take time off to support work-life balance.



Learning and Development

Our Learning and Development (L&D) framework covers employee development, leadership development, coaching and role-specific training. It equips employees to meet evolving business needs and build capability across the organization.



Key Initiatives

- **Coaching and Mentorship:** Structured mentoring and leadership coaching programs support career progression, knowledge-sharing and succession planning across levels
- **Collaborative Networks and Teams:** Cross-functional forums and employee resource groups promote peer learning, innovation and stronger workplace connections. The Brookfield Asia Pacific Real Estate Learning Hub, for example, enables senior members to share country-level case studies
- **Leadership Connect:** Regular leadership interactions, town halls and offsites support open feedback, transparency and a collaborative work culture
- **Cultural Initiatives:** Year-round celebrations of key regional festivals help strengthen inclusion, collaboration and cultural awareness across the workforce
- **Digital Transition Programs:** Function-led programs build digital capabilities across areas such as service helpdesk tools, Excel and PowerPoint
- **Sustainability and ESG Training:** Sustainability-focused training helps employees understand ESG responsibilities and embeds sustainability considerations into daily operations. Mandatory programs on the Code of Conduct (CoC), Anti-Bribery and Corruption (ABC), Prevention of Sexual Harassment (POSH) and Gender-Based Violence (GBV) reinforce ethical conduct, legal compliance and a safe, respectful workplace culture.

Performance Management



Biannual Performance Discussions

Conducted twice a year to reflect on performance

Employees receiving performance evaluation feedback in FY2025-26

100%



Agile Goal Setting

Flexible objective to understand expectations



Structured Career Conversations

Planning discussions to develop pathways

#CASE STUDY

Innovation in Action

Brookfield India REIT hosted the ninth edition of the Innovation Club in FY2025-26, bringing employees from across its campuses together to share ideas that can improve operations and facility management. The platform encouraged teams to think beyond routine processes, present practical solutions and collaborate across functions.

The initiative also strengthened employee engagement by recognizing creative contributions and giving employees a forum to turn operational insights into actionable improvements. The strong participation, supported by an experienced jury, reinforced Innovation Club as a meaningful platform for collaboration, problem-solving and continuous improvement.

Highlights

Innovation Submissions

39

Winning Innovations

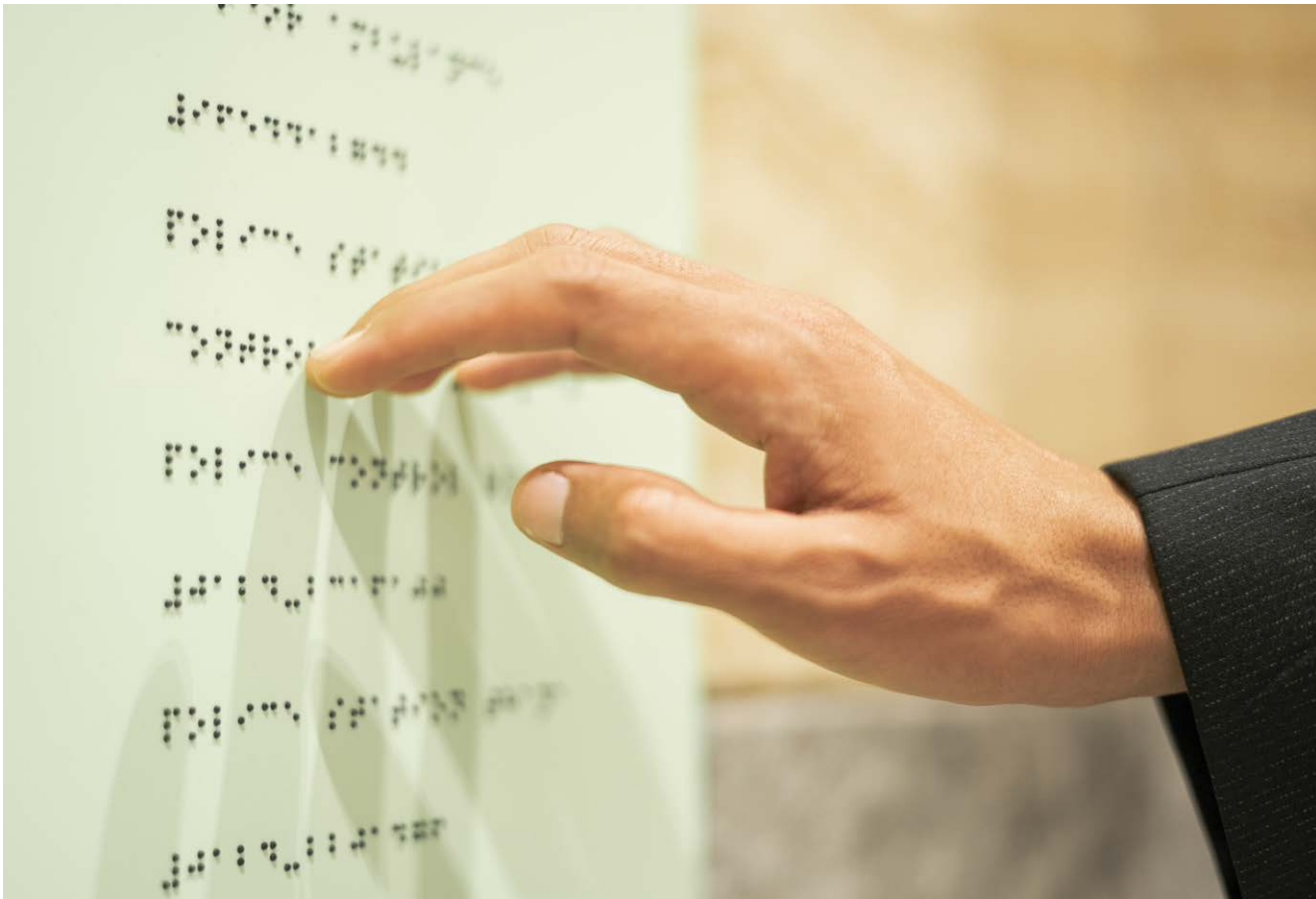
12





Diversity, Equity, and Inclusion

We promote a culture of belonging by engaging employees, occupiers, and communities, celebrating diverse identities, backgrounds, and perspectives. As an equal opportunity employer, we uphold an inclusive, non-discriminatory, and respectful workplace. Our talent acquisition practices ensure equitable representation, fair pay, and bias-free recruitment, reflecting the communities we serve. HR collaborates with business leaders to integrate inclusive hiring and maintain workforce diversity at all levels. By embedding DEI into daily interactions, policies, and leadership, we build a workplace that is diverse, equitable, inclusive, and aligned with our values.



Universal Accessibility for Persons with Disabilities (PwDs)

We empower Persons with Disabilities (PwDs) through inclusive design. Our developments incorporate accessible pathways, designated parking, and user-friendly lobbies, elevators, staircases, and restrooms, ensuring seamless mobility across campuses. We are founding members of the CII-Indian Business and Disability Network (CII IBDN) and signatories of The Valuable 500 pledge, reinforcing our commitment to accessibility and an inclusive society.

Some of our universal accessibility interventions include:



Dedicated Parking



Wheelchair Accessible



Tactile Indicators



Automated Entry/Exit



Dedicated Accessible Elevators



Braille-enabled Lifts and Signages

#CASE STUDY

WELL Equity Across Entire Portfolio

Brookfield India REIT achieved the WELL Equity rating across its entire portfolio in FY2025-26, reinforcing its commitment to diversity, equity and inclusion. The rating, part of the WELL Building Standard, focuses on universal accessibility, diversity and community engagement.

This portfolio-level achievement demonstrates that our buildings are designed and operated to support inclusive experiences for all occupants. It also reflects our broader focus on strengthening community relationships, enhancing long-term value creation and contributing to a more equitable and sustainable future.

Highlights

Our portfolio received WELL Equity rating

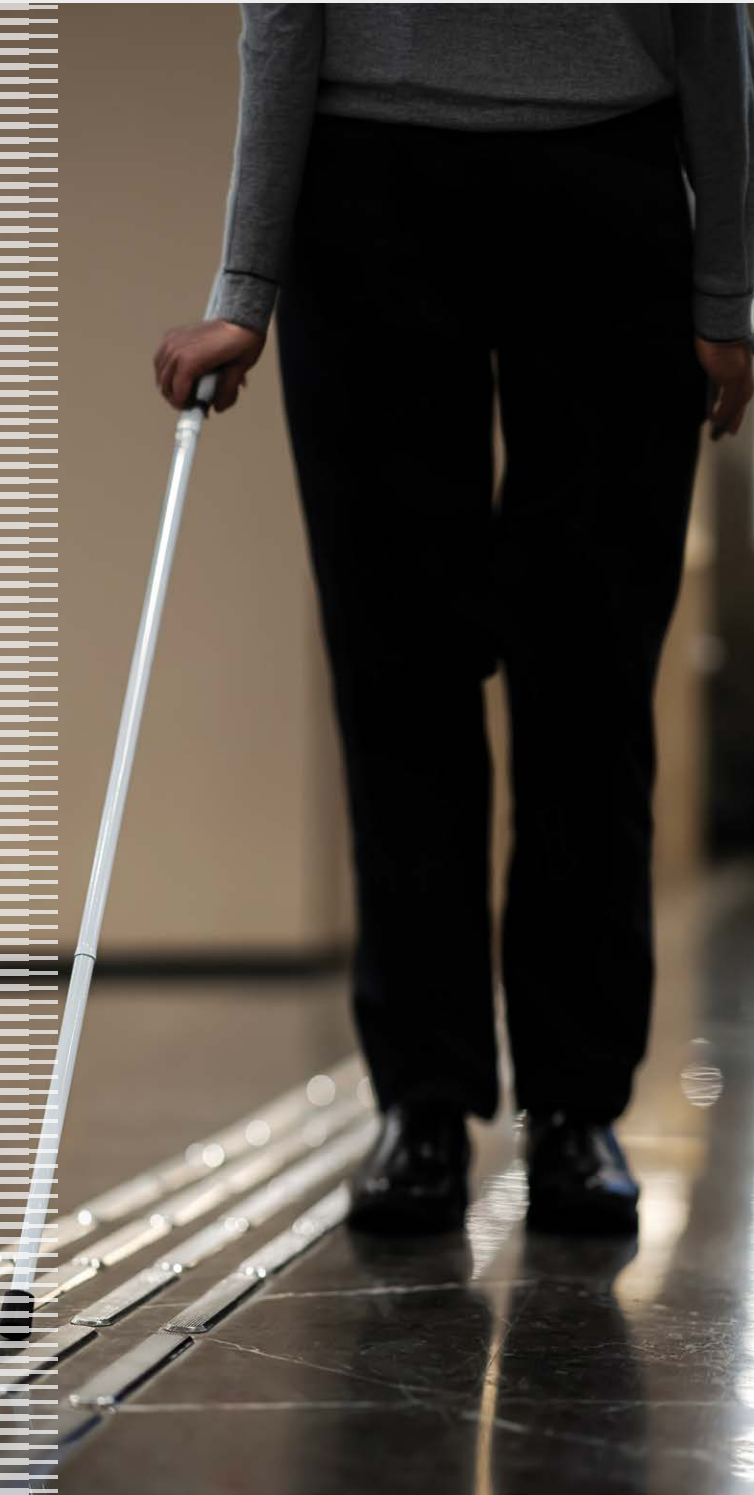
100%

WELL Equity-rated REIT portfolios in India and across Asia

One of the Largest

Real estate organization to achieve WELL Equity rating in India

1st



1

2

3

4

5

6

7

SUSTAINABILITY

Advancing WELL Equity

User Experience and Feedback

Responsible Hiring and Labor Practices

Inclusive Design

Health Benefits and Services

Supportive Programs and Spaces



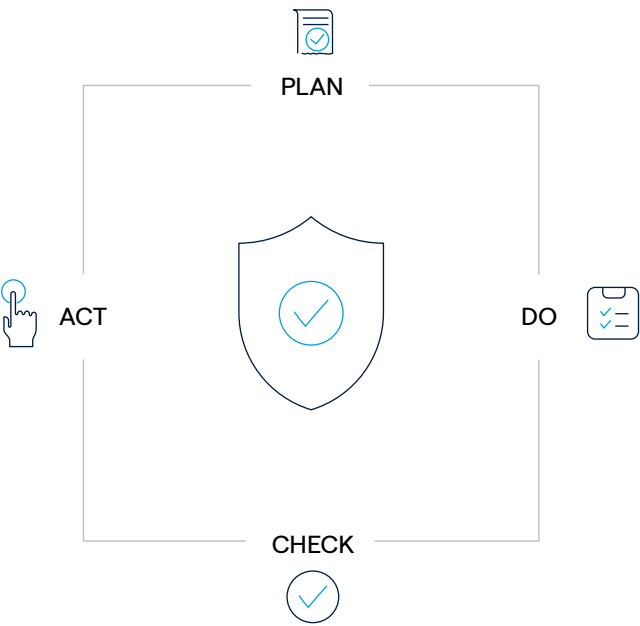
Health, Safety and Wellbeing

We create safe and resilient workplaces by integrating health, safety and wellbeing considerations into asset design and operations. This approach helps minimize safety incidents and operational disruptions while supporting physical and mental wellbeing. Our Occupational Health and Safety (OHS) Policy covers employees, workers, tenants, visitors and value chain partners, reinforcing our commitment to a safe and healthy working environment.

Safety and Wellbeing Management Systems

Our safety and wellbeing management systems follow the Plan–Do–Check–Act (PDCA) framework, supporting continuous improvement and adherence to high Environmental, Health and Safety (EHS) standards. The system is aligned with ISO 45001 for Occupational Health and Safety, and all assets are certified under the standard, ensuring consistency across the portfolio.

We have also established a structured safety due diligence framework across the asset lifecycle. Operational due diligence helps align each asset with internal standards and internationally recognized practices.



Risk Management and Assessments

We conduct Hazard Identification and Risk Assessment (HIRA) to identify operational hazards, assess related risks and implement appropriate controls. We also undertake TILE (Task, Individual, Load, Environment) assessment manage manual handling risks, including ergonomic, stress-related and psychosocial factors. These assessments include emergency response planning for hazard-specific scenarios. Regular internal and external safety audits help us continually improve the safety management system.

Incident Management and Safety Culture

We monitor safety performance through risk-based oversight and defined action plans. Our standard operating procedures for incident reporting cover timelines, methodologies, triggers and lessons learned. Safety incidents are reported and managed through a digital platform, enabling analytics-led insights, corrective action tracking and continuous performance monitoring.

Asset and corporate teams conduct monthly incident reviews through HSE committee meetings, focusing on proactive risk mitigation and incident management. These forums also review leading and lagging KPIs and progress against targets for reducing health and safety risks.

We conduct monthly Workplace Engagement and Consultation Forums (WECF) across assets to gather direct feedback from employees, associates and the frontline workforce. Robust investigation procedures help identify root causes and address work-related incidents effectively. These learnings support ongoing improvements and strengthen safety culture across assets.

1

2

3

4

5

6

7

SUSTAINABILITY



Safety Practices Across the Value Chain

We use targeted interventions across our operations to embed safety practices at each stage of the value chain. These practices cover tenants, contractors, visitors and suppliers. Occupational Health and Safety (OHS) considerations are integrated into procurement processes and contractual frameworks. Vendor onboarding and screening require adherence to OHS policies and compliance requirements.

Emergency Preparedness and Awareness

We promote safety through training and awareness initiatives guided by an annual health and safety calendar across our assets. These include health awareness sessions, emergency preparedness activities, HSE training for employees, contractor safety induction programs, and fire and evacuation training for tenants. Customized training and online modules delivered in partnership with the British Safety Council (BSC) further strengthen these efforts.

We conduct regular emergency drills to improve preparedness and response during critical incidents. These include fire evacuations, security threat simulations and business continuity drills covering flooding, power outages and earthquakes. These initiatives support effective incident response and strengthen operational resilience.



Human Rights

Our commitment to human rights is anchored in our Code of Conduct, which guides ethical behavior and compliance with human rights-related laws and regulations. We are a signatory to the United Nations Global Compact (UNGC) and are committed to upholding internationally recognized human rights standards across our operations and value chain, including suppliers and business partners.

We strictly prohibit modern slavery, child labor, forced or compulsory labor, and discrimination based on caste, creed, religion, color, sexual orientation, disability, gender or any other protected characteristic. During the year, we recorded zero reported incidents of discrimination. We also maintain a zero-tolerance approach to discrimination, harassment, violence, human trafficking, and all forms of physical, sexual, psychological or verbal abuse.

Human Rights Assessments and Due Diligence

We continue to strengthen ethical labor practices and human rights risk management across our operations and supply chain. We monitor potential human rights-related risks through structured due diligence and assessments covering our employees, operations and value chain. These assessments also consider at-risk and vulnerable groups, including women, children, migrant workers and third-party employees, helping protect the dignity, safety and rights of individuals associated with our business.

We have proactively conducted human rights risk assessments across our operations and Tier I contractors. These assessments are linked to contractual performance and designed to ensure regulatory compliance, as well as fair transfer of benefits to rightful beneficiaries.

We uphold fair labor practices across our on-site workforce. Our policies define standards related to working hours, equal gender pay, leave entitlements and notice periods for employment transitions.

We follow a three-tiered process to ensure labor law compliance:

Tier 1

Initial screening includes a detailed review of statutory labor law compliance, covering required registrations, declarations and applicable codes of practice.

Tier 2

An independent third-party labor consultant validates contractor applicability and compliance across working hours, wage rates, insurance coverage and the Contract Labor Act. This assessment covers 100% of contractors across all assets.

Tier 3

An external audit firm conducts an annual compliance audit under the oversight of the Risk and Internal Audit team. The audit includes compliance submission reviews, site inspections and document walkthroughs.

1

2

3

4

5

6

7

SUSTAINABILITY



Human Rights in Vendor Assessments

We embed human rights considerations into vendor due diligence and onboarding. All vendors undergo comprehensive assessments to ensure alignment with our ethical, social and labor standards. This includes screening risks related to child labor, forced labor, workplace safety, discrimination and fair employment practices. Vendors that fall short of these requirements must implement corrective actions or are excluded from engagement.

After onboarding, vendors are monitored through periodic reviews and performance evaluations. This helps identify emerging human rights-related risks, support continuous improvement and strengthen responsible business practices across the value chain.

Human Rights Mitigation and Remediation

We have established procedures and reporting mechanisms under the Equal Opportunity Policy, Prevention of Sexual Harassment (POSH) Policy, Whistleblower Policy and Code of Conduct to address human rights-related concerns. The Audit Committee reviews complaints related to discrimination and harassment and ensures appropriate remedial action.

Training and Awareness

We continue to invest in targeted training and awareness programs for employees, vendors and contractors. These include sessions on Gender-Based Violence (GBV), Prevention of Sexual Harassment, ethical labor practices, respectful conduct and individual responsibility in safeguarding human rights. We also reinforce human rights principles through vendor interactions and engagement forums.

All security personnel receive mandatory training on human rights policies and procedures through structured induction programs and periodic refresher sessions. These initiatives support a workplace culture grounded in respect, inclusion and accountability, while strengthening ownership of human rights responsibilities across the organization.



1

2

3

4

5

6

7

SUSTAINABILITY