

ADAPTIVE SPACES

Employee Experience - Pathway to Reimagining Workspaces

REPORT

INDIA RESEARCH

JULY 2024

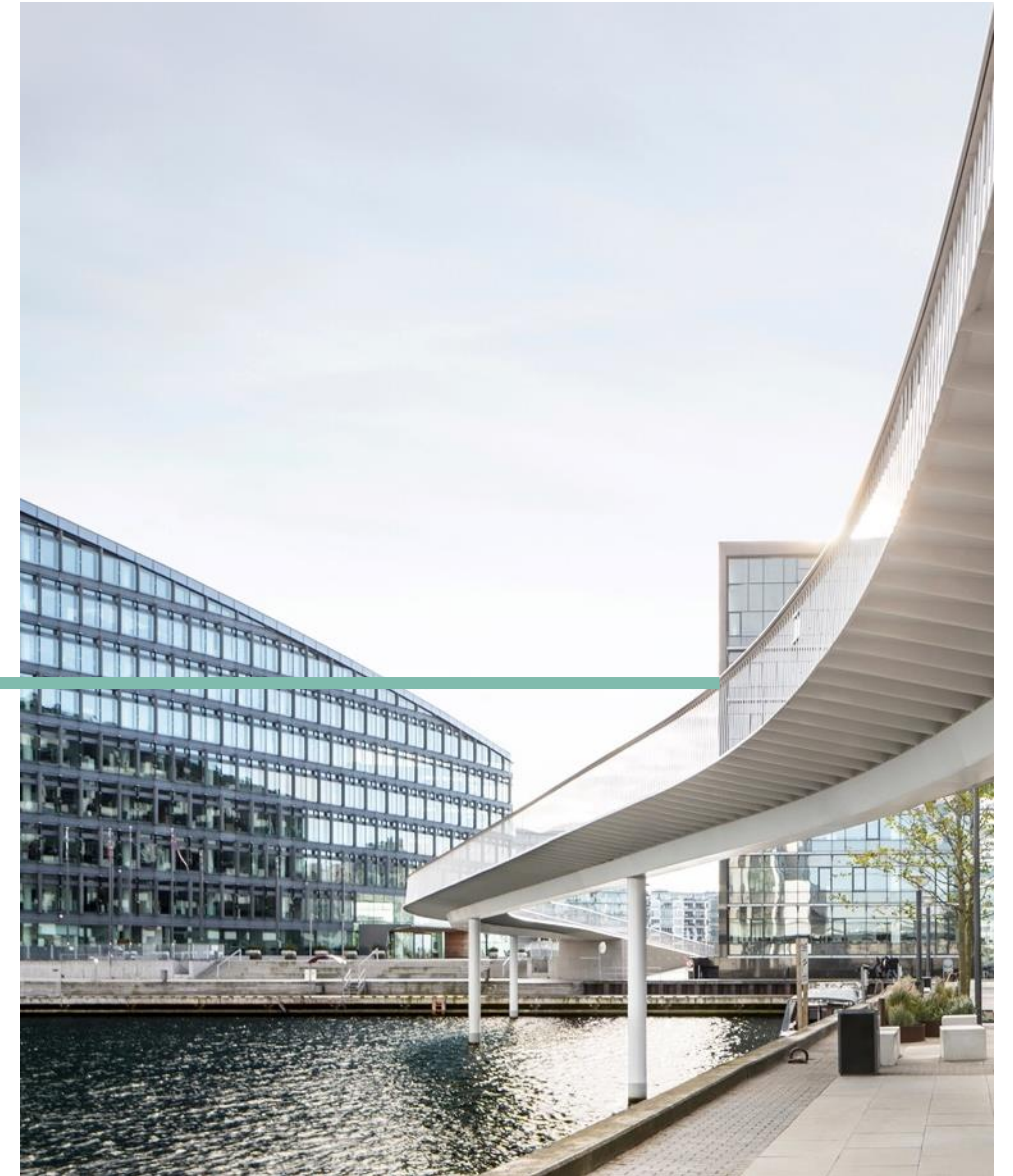
CBRE



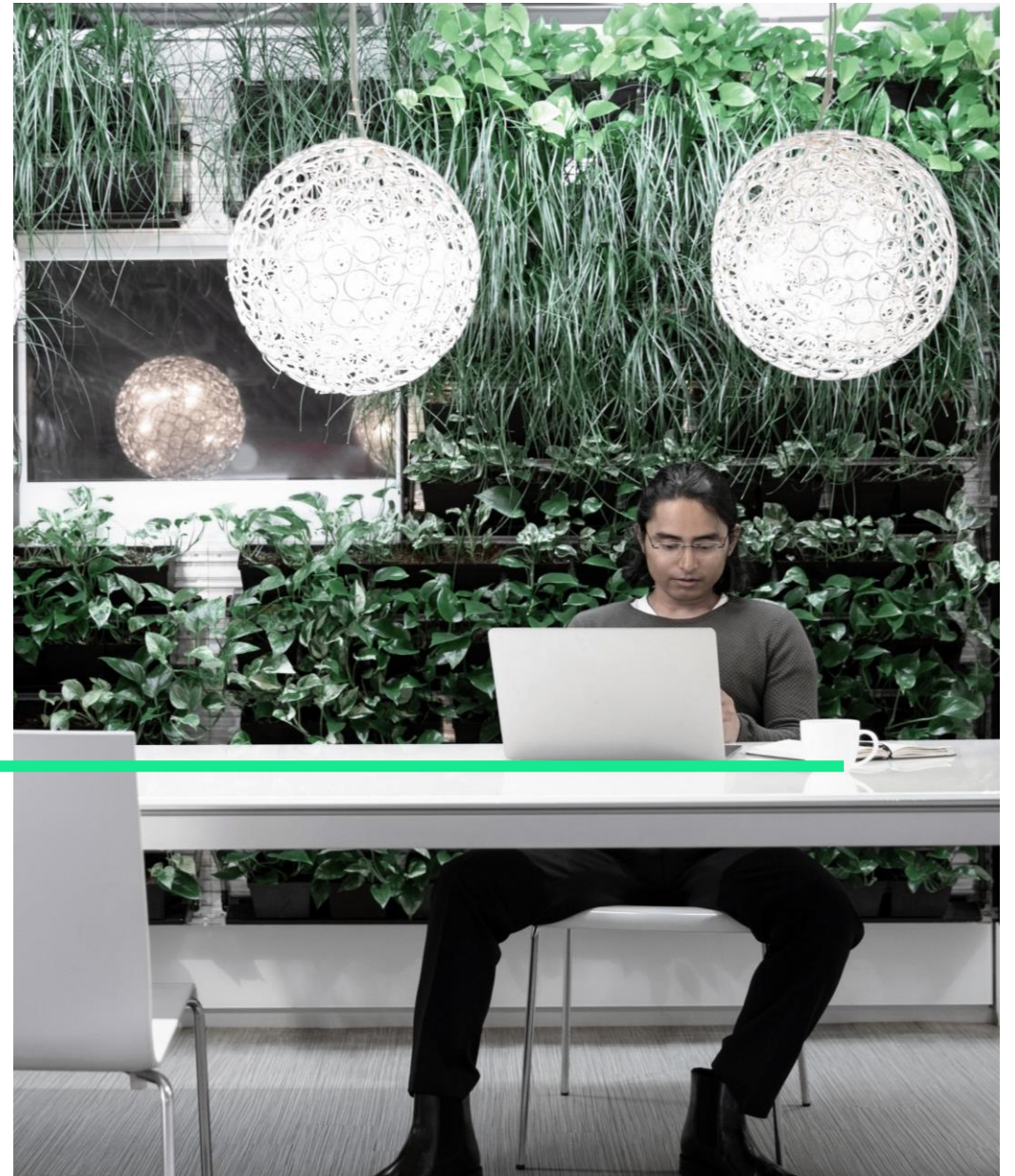
Redefining the workplace with employee experience beyond brick and mortar

The war for talent is raging, and the workplace is its battleground. To attract and retain top performers, businesses need to offer more than just competitive salaries. They need to create a space that inspires, motivates, and nurtures individual and collective growth. This is where Employee Experience (EX) comes in.

In this report, CBRE delves into the core tenets of EX, its influence on both employee satisfaction and productivity, and how it equips occupiers and developers with practical strategies to design, manage, and activate their workspaces. By fostering a culture of EX, organisations can gain a significant competitive advantage in the talent market.



The Return-to-Office Perspective



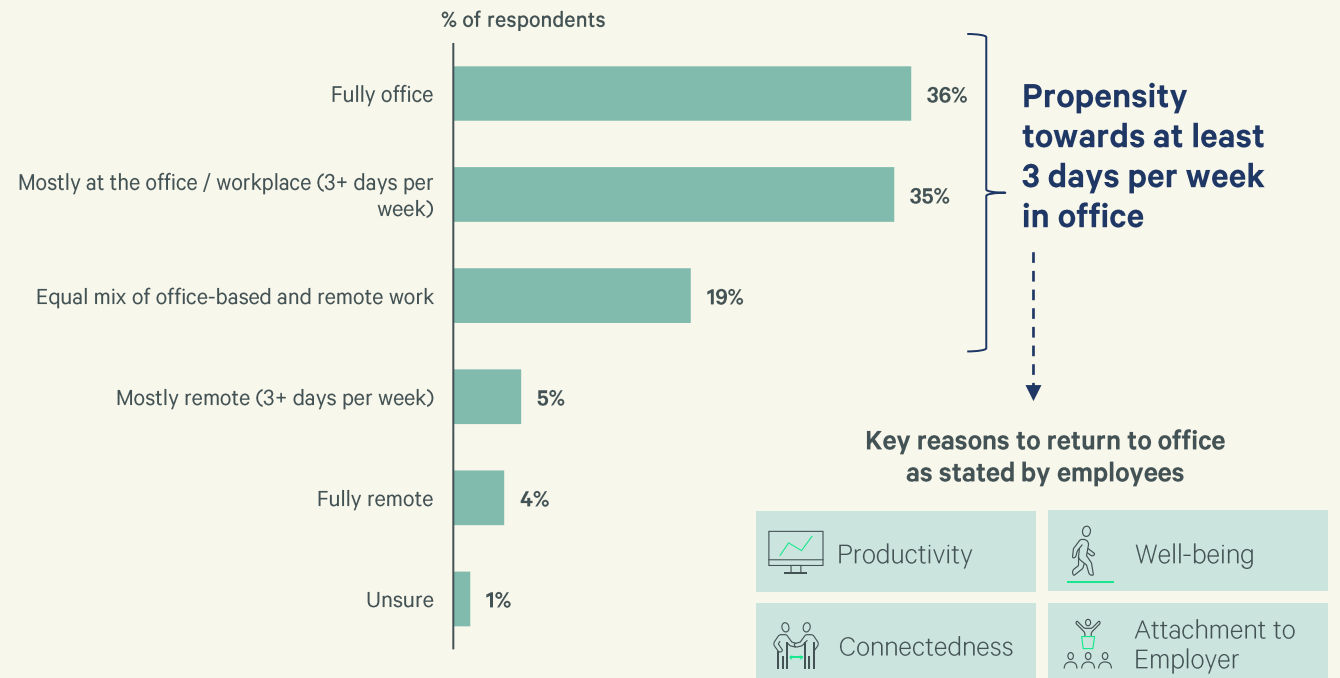
Employers and employees are both largely aligned on returning with ‘at least three days in office’ as the base approach

Return to Office (RTO) - *Evolving industry dynamics*

- While hybrid working continues to be prevalent, occupiers are looking to increasingly adopt a stance on bringing employees back to office
- The most desired frequency remains at least three days per week in office, chosen by about 90% of respondents as per CBRE’s 2024 India office occupier survey. Further, the preference continues to shift towards “office-first” strategies
- According to the survey, about 75–80% of the technology and banking, financial services, and insurance (BFSI) industry indicated a stronger preference for more days per week in office, although variations exist across organisations
- In terms of occupier domicile, Indian and American firms preferred a higher frequency of working from office.

Occupiers continue to emphasise on office-based working while hybrid arrangements persist

FIGURE 1: Cultural norms with regards to workplace policies that organisations would aspire to in a steady state in India



Source: CBRE India's [2024 India Office Occupier Survey](#); CBRE Research, Q2 2024

Note: This was a single choice question. These results are limited to those respondents who chose to answer this question and may differ from individual companies on a case-by-case basis due to their scale, type and location of business operations.

Physical occupancies have been rising across cities; this trend is expected to continue

Key employer perspectives

- Organisations across sectors are pushing for RTO as it impacts the quality of work and retention of employees
- Employees have expressed reluctance to be in office all five days. The growing preference is for two to three days a week.
- While many companies aim to boost office occupancy rates, some face unique hurdles in encouraging employees to return to office. This can be partially attributed to the nature of skill sets and high level of specialization required by their workforce.
- While physical occupancies are increasing, the hybrid work culture is here to stay and the need to create a differentiated in-office experience is becoming more relevant

FIGURE 2: Sector-wise office occupancy trends



85-95%

E-commerce



75-85%

Engineering & manufacturing



85-95%

Banking, financial services & insurance



75-80%

Research, consulting & analytics



70-80%

Healthcare & pharmaceuticals



55-65%

Technology

Note: Occupancies above are indicative. They can vary as per businesses, employee strength, location, growth plans, workplace strategy and other factors

Source: CBRE Facilities Management, CBRE Research, Q2 2024

A great employee experience is essential to cultivating an inclusive and engaging workplace.

We are increasingly seeing it take centre stage!

Employee Experience (EX) encompasses the totality of an individual's journey within an organisation. It considers all touchpoints — from onboarding and business engagement to role satisfaction to leadership support to exit process amongst others. These factors collectively shape employee's perception of their job and the company culture. Typically, organisations that prioritise a positive employee experience not only foster a happier workforce and witness higher rates of employee retention, but also tend to provide more opportunities for professional development.

The way we work is changing!



Changing dynamics around talent attraction, engagement & retention



A diverse, multi-generational workforce



Renewed focus on well-being, sustainability & justice



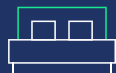
Rapid evolution of workplace technology



Premium, but underutilised real estate

Source: CBRE Research, Q2 2024

So, what does this mean for the workplace?



Growing need for workplace strategy, change management & occupancy planning



Equitable experience - intentional focus on user journeys, variety, choice, freedom & respect



The rise of ESG-active workplace design & policy framework; DEI, WELL & LEED certifications



Hybrid working - rise in non-traditional workspaces - asynchronous working



Growing importance of placemaking & hospitality-centric user experience

Note: DEI – Diversity, equity and inclusion; WELL – WELL building standard; LEED – Leadership in energy and environmental design; Source: CBRE Research, Q2 2024

Your experience strategy should be correlated with evolving workplace models

** All models assumed unassigned seats in the office*

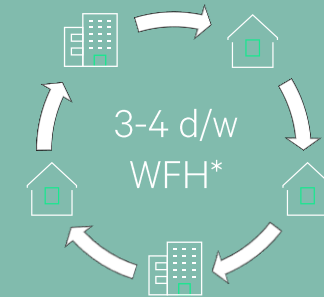
Office as an attractor



1-2 d/w WFH*

Whilst teams may have a key day of the week where they try and all be in office on the same day, generally different team members work from home on different days

Office as a cultural hub



Teams have pre-agreed days when they work from home and work from the office – although a few may choose to work from office when most are at home (and vice versa)

<p>Permanency of team neighbourhoods (every neighbourhood has focus, make and meet settings)</p>	<p>Physical neighbourhoods Teams are permanently allocated to a part of a floor</p>	<p>Instant neighbourhoods Teams are allocated a cluster of seats “for a day”</p>
<p>Need for activity zones (special areas away from teams to focus, create, connect)</p>	<p>Moderate Dependent on workstyles and needs of local business – and provides “attractors” for people to come to office</p>	<p>High Supports special needs that amplify the benefit of coming to the office to do activities that are hard at home</p>
<p>Providing amenities</p>	<p>Focus on support More well being, food, social and recreational spaces to create more reasons to come to office</p>	<p>Focus on connect More collaboration, training, food, and social spaces that create reasons for people to be together when in office</p>

Note: the above is a sample depiction of key characteristics across 2 evolving workplace models that could impact your organisation’s overall employee experience strategy

Source: CBRE Research, Q2 2024

So, what are the key pillars of an effective experience strategy ?

To craft exceptional employee experience, one must:



Elevate the workplace beyond basic needs

Create stand-out infrastructure which is supportive, immersive, and enjoyable.



Focus on the journey, not just the destination

Design an experiential ecosystem that evolves with your employees.



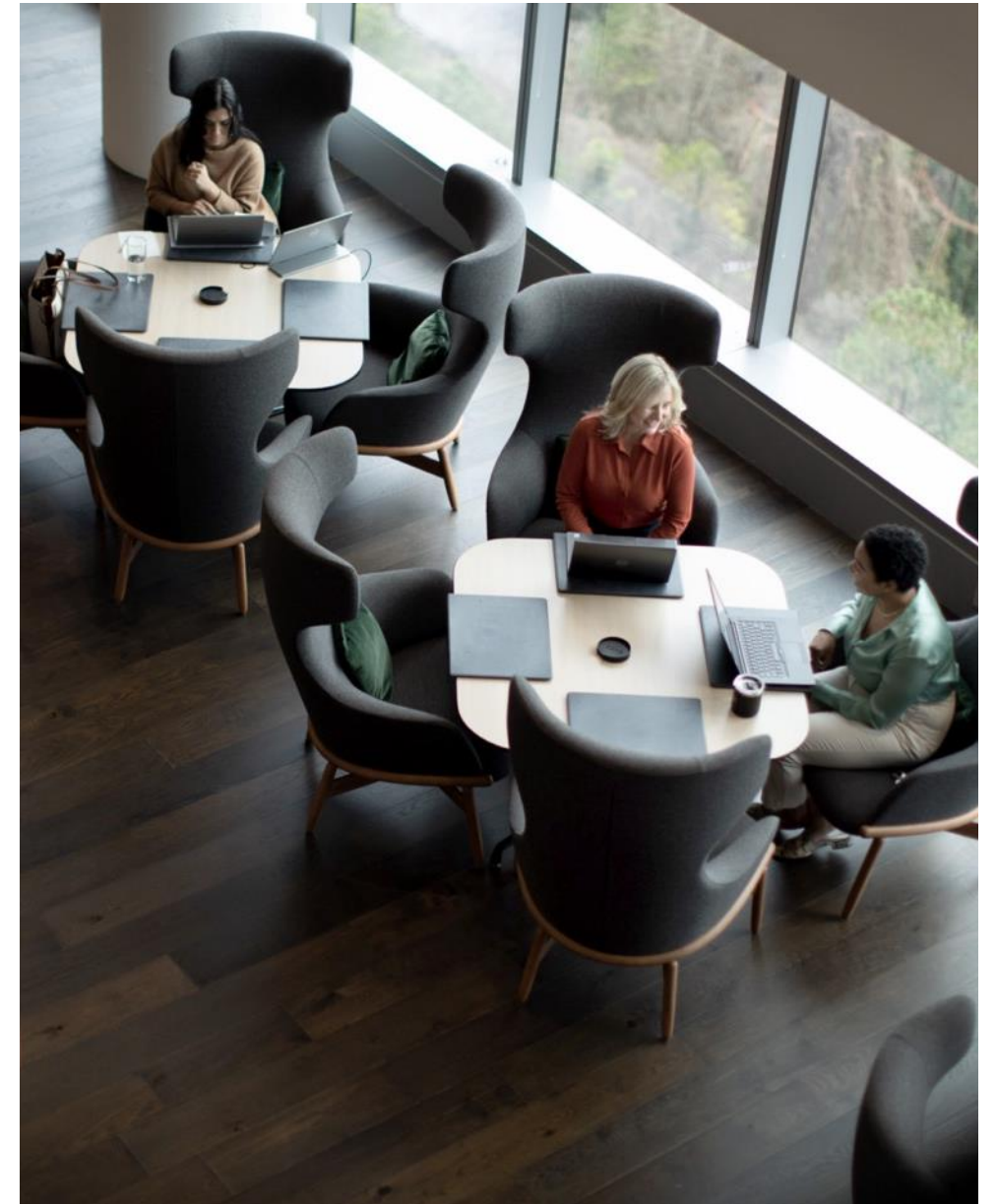
Move beyond functionality

Offer unique features and experiences that foster pride and community.



Gather feedback and adapt

Employee experience is fluid and a continuous process. Act on feedback and adapt to maintain employee engagement.



Key occupier considerations



What would be the intended purpose of the workplace (Office as an attractor / collaboration hub)?



How is the utilisation expected to change, if telecommuting were to be a strategic way forward? What would be the impact on RE footprint?



How do you reinvent / rebalance the workplace to accommodate the changing needs of the employee base?



How would workstyles change?



Is flexible way of working right for your organisation? Who can be flexible? How does business leadership view flexible working?



How can you elevate individual and team performance in an hybrid environment?



What aspects (beyond the immediate workplace) should be considered, when planning for relocation, expansion or consolidation



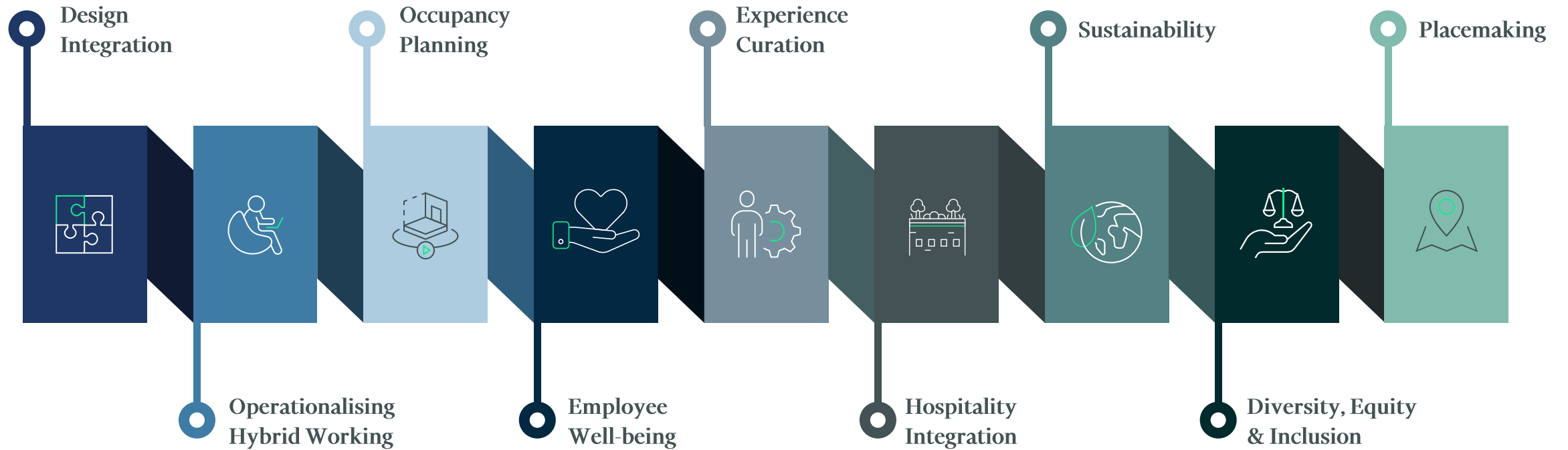
Emerging workplace concept, guiding principles, alternate models



Roadmap for change and implementation plan

Source: CBRE Research, Q2 2024

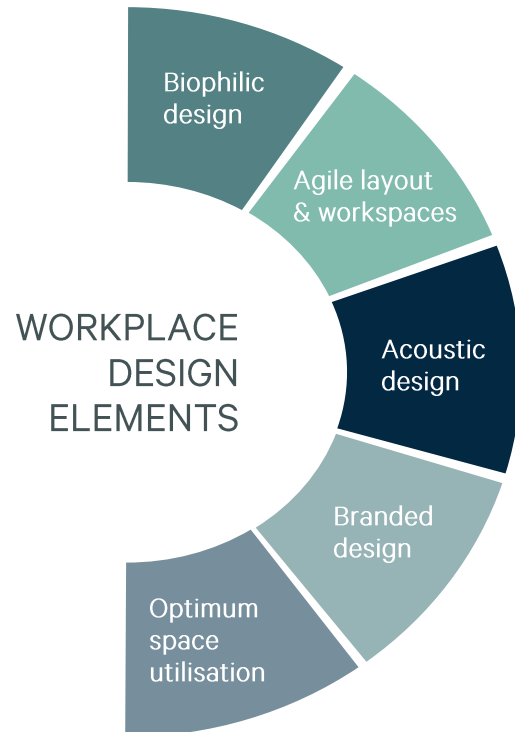
Key elements of employee experience



Design Integration - *Delivering the brand potential through design*

An integrated design process incorporates various kinds of working styles to provide a holistic work experience for employees. A thoughtful design process can foster greater engagement levels and keep employees motivated. While maintaining the organisation’s culture, better design of a workplace plays a pivotal role in conveying the brand identity and creating a sense of cohesiveness with the organisation. A team-based workplace design concept (neighborhood concept) is increasingly believed to allow employees to engage in the office when they primarily need to collaborate with their team on a specific task or project.

FIGURE 3: Workplace design elements



Design framework:



Industry Insight:

A prominent BFSI occupier’s new campuses in Mumbai and Bangalore are designed to adapt to the future of work and foster teamwork and collaboration. Each facility incorporates experiential meeting spaces, including modern conferencing rooms, innovation labs, work cafés, and game rooms. The dining areas feature diverse cuisine offerings and outdoor seating for employees to gather and socialise. Employees also have access to best-in-class wellness experiences. From natural lighting to biophilic design elements, the space is designed for relaxation and rejuvenation.

Source: CBRE Research, Q2 2024

Operationalising hybrid working - Ensuring employee effectiveness in an evolving environment

The year 2023 witnessed hybrid operations emerging as the most prominent theme in workplaces. As most organisations continue to work in a hybrid mode, they endeavour is to frame policies that appeal to the workforce and at the same time, maintain morale and productivity of employees. To enable this, occupiers are now establishing governance models wherein functions such as human resources, information technology and finance provide solutions in conjunction with business teams to operationalise hybrid working seamlessly.

Implementing hybrid working



Establishing expectations: Defining clear goals and expectations on hybrid working from employees and other enablers



Designing a hybrid work policy: Understanding workflow and roles considering employee preferences and designing a clear hybrid policy

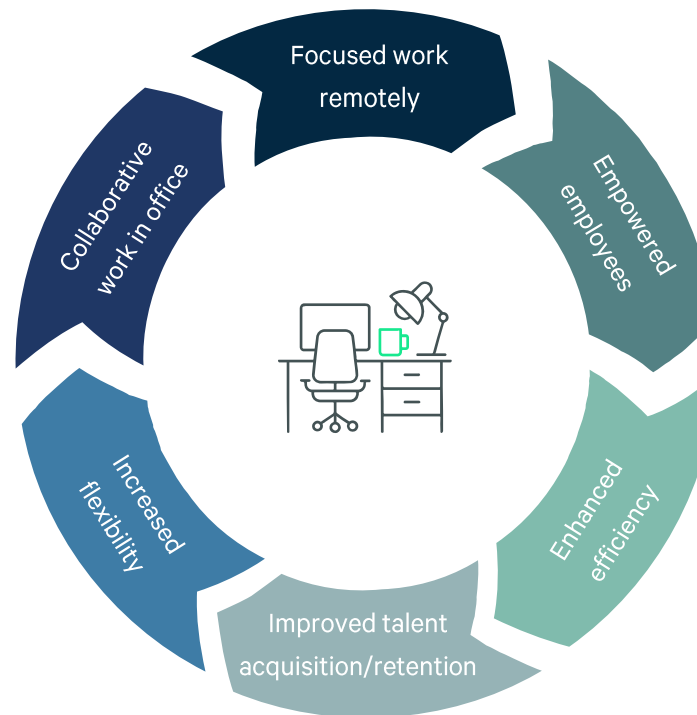


Leveraging technology: Bridging the digital and physical gap by using optimum tools such as cloud services, shared files, and chat messengers. Technology should be leveraged to aid work security, ease of communication, and training



Experiential workplace: Creating workplaces as centres of activities, fostering collaboration and ideation

Impact of hybrid working on employee experience:



Industry Insight:

Some of the top domestic IT companies are investing in technology and workplace tools to create hybrid work environments. These are aimed to elevate employee experience, drive efficiency, help improve productivity and reinvent the future of work with AI.

Source: CBRE Research, Q2 2024

Occupancy planning - *Measuring what matters*

Occupancy planning for businesses involves harvesting space data and insights to allow for strategic decision making in the ever-evolving workplace to enhance efficiency through collaboration and employee well-being. Data driven space reconfiguration helps create the buzz employees expect at the workplace. Aspects such as analysing allocated space, no. of employees and different needs of employees would create an optimal work environment that aligns with organizational objectives.

Why occupancy planning?



Increasing efficiency of current square footage available



Anticipate future office space needs



Need for accurate and actionable workplace occupancy data



Establishing relevant charge back models and consequent impact on workplace behaviours

Industry Insight:

A European tech hardware manufacturer has designed a new workspace, leveraging usage data over traditional booking systems. The workspace incorporates a good mix of purpose-built meeting rooms and re-configurable workspaces. They have also opted for modular meeting pods to allow for repositioning, as per requirements. They have implemented a desk booking software with an integrated social network feature, making it easier for employees to coordinate seating arrangements.



Employee well-being - Hyper charging organisational productivity

As employees return to workplaces, occupiers are prioritising well-being initiatives to foster a comprehensive approach to employee health and happiness. These initiatives encompass physical, mental, and social well-being, recognising that each aspect is interconnected and contributes to employees' overall well-being. By investing in holistic well-being initiatives, occupiers can reap numerous benefits, including increased employee engagement, productivity, and retention. Additionally, well-being initiatives can help in reducing absenteeism and healthcare costs.

PHYSICAL COMFORT

Occupiers can adopt a slew of initiatives ranging from fit-outs and design-related aspects to regular workshops and activities on physical well-being.

- Air quality
- Ergonomic furniture
- Building safety measures

MENTAL WELL-BEING

About 43% of India's working population is either anxious, depressed or isolated*. For about every USD 1 spent on treating common mental health concerns, there is a return of USD 4 in improved health and productivity**. Alleviating stress and improving morale has emerged a prime focus area for occupiers.

- Physical design intervention
- Health professionals
- Health programmes & workshops

SOCIAL WELLNESS

Social well-being in the workplace encompasses the quality of an employee's relationship with their co-workers and management. It can also include a sense of belonging, supportive interactions, and effective teamwork.

- Community cafes, break-out areas, fun zones
- Regular events such as team activities, shared interests, motivational talks

Industry Insight:

An Indian chemical engineering company has fostered a culture of employee well-being by offering a comprehensive suite of on-site resources. Qualified professionals such as psychologists, physiotherapists, nutritionists, and health trainers are available throughout the workday. The company further supports employee well-being with a dedicated health centre and recreation area, while it organises regular yoga, meditation, nutrition talks, and Zumba sessions to promote relaxation and de-stressing.

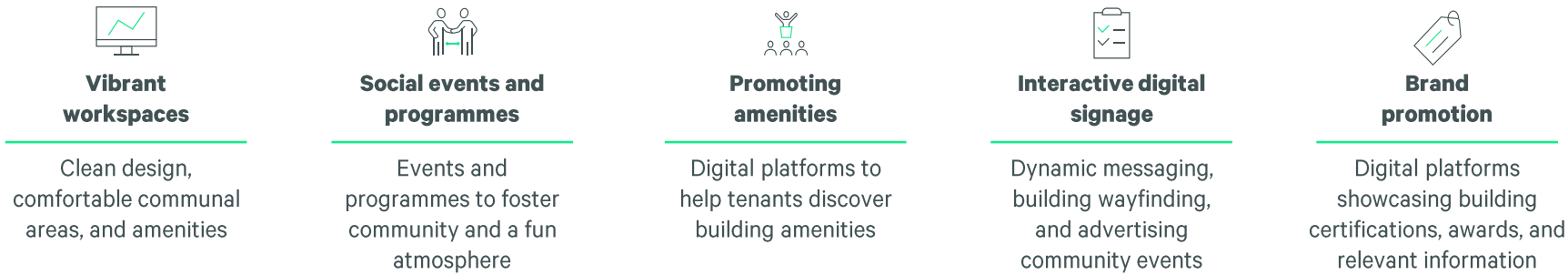
The above list is only indicative, *Asian Mental Health index report by Aon and TELUS Health, September 2023, **National Safety Council, May 2021

Source: CBRE Research, Q2 2024

Experience curation - Space activation and community building

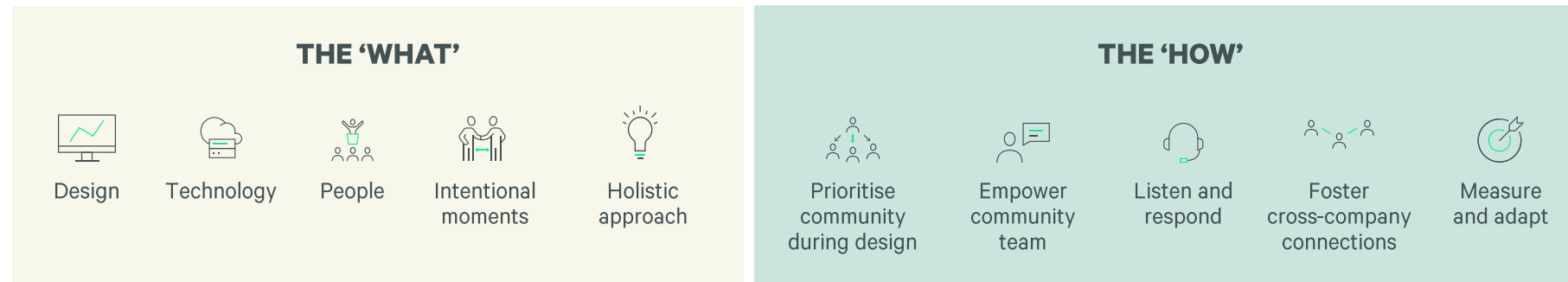
Space activation aims to create vibrant and engaging workspaces that foster community, encourage community and ultimately bolster employee satisfaction. This is achieved through thoughtful design and amenities that promote social interaction, easy access to technology and service design.

FIGURE 5: Crafting workspace experiences



Strong community in the workplace fosters engagement, innovation, and productivity.

FIGURE 6: Foundations for dynamic work environments



Source: CBRE Research, Q2 2024

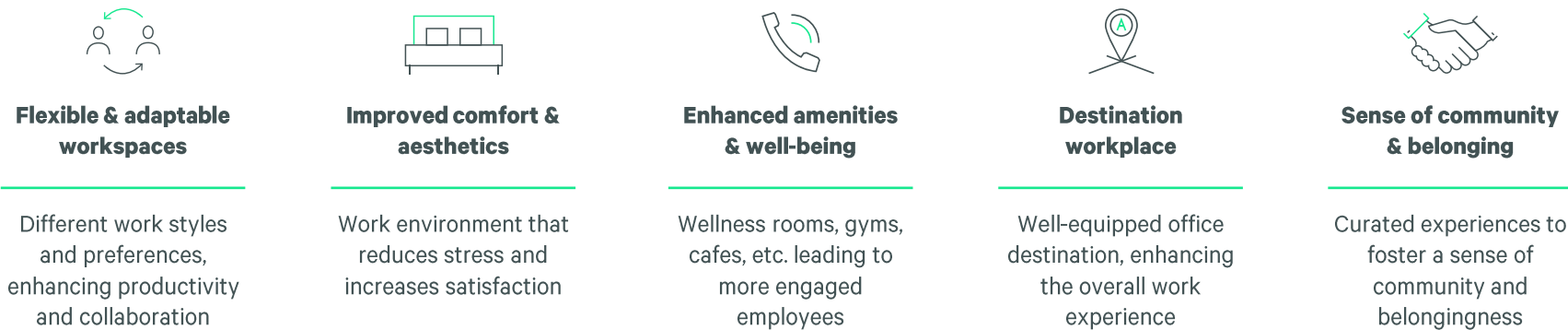
Industry Insight:

A large technology occupier has embarked on a journey to assess experience around commute, arrival, work modes, recreation, brand perception, technology, inclusion, visitor experience, service quality amongst others. This is being done via a consultative participative process that includes a diverse set of colleagues. The exercise would culminate in an Experience Playbook, which would help them not only understand the current experience gap but unify the brand experience, while accounting for country level nuances..

Hospitality integration - Service-led delivery

Workplace hospitality / hotelification embellishes good design and elevates experience. It views employees as valued guests by prioritising service, comfort, and convenience. This has often seen to foster a sense of pride and belonging while building a stronger brand reputation.

FIGURE 7: Transforming spaces into hospitality experiences



Industry Insight:

An energy company is delivering the ‘hospitality mindset’ to create an elevated experience for their staff. This meant embedding hospitality professionals who curate experience and personalised services. They are fluent with the organisational norms, its core values, workspace provisioning, tech setup, etc. This further includes heightened F&B experience, concierge services, unified aesthetics and easily identifiable hosts.






Source: CBRE Research, Q2 2024

Sustainability - Commitment to a better world

Discussions on sustainable business practices, encompassing environmental impact, resource management, and social responsibility, are gaining traction. The evolving understanding of sustainability is compelling businesses to rethink and redesign workspaces. Green office spaces demonstrably enhance cognitive function through improved air quality, natural light, and a connection to nature. Furthermore, these eco-conscious designs foster a positive company culture, promoting innovation, commitment, and morale.

Sustainable features / initiatives contributing to better employee experience:

-  **Paperless office** – switching to electronic or digital
-  **Green commute** – EV vehicles, solar powered buses, cycling, walk to work
-  **Smart façade** – photovoltaic panels with sensors, natural light to maintain circadian rhythms
-  **HVAC system** – advanced climate control systems, improved ventilation, improved air quality
-  **Zero waste** – waste management, reusable materials, recycling
-  **Energy saving** – sensor-activated lights, automated heating / cooling systems, smart meters, renewable energy
-  **Green spaces** – open / outdoor spaces, parks,

Industry Insight:

Key Indian companies are increasing involving employees at all levels into their sustainability initiatives, believing that this promotes better job satisfaction / motivation and aids to attract and keep talent. Employers are undertaking year-round engagement programmes to involve employees in sustainability projects, community activities and eco-volunteering programmes.

FIGURE 8: Key sustainability considerations

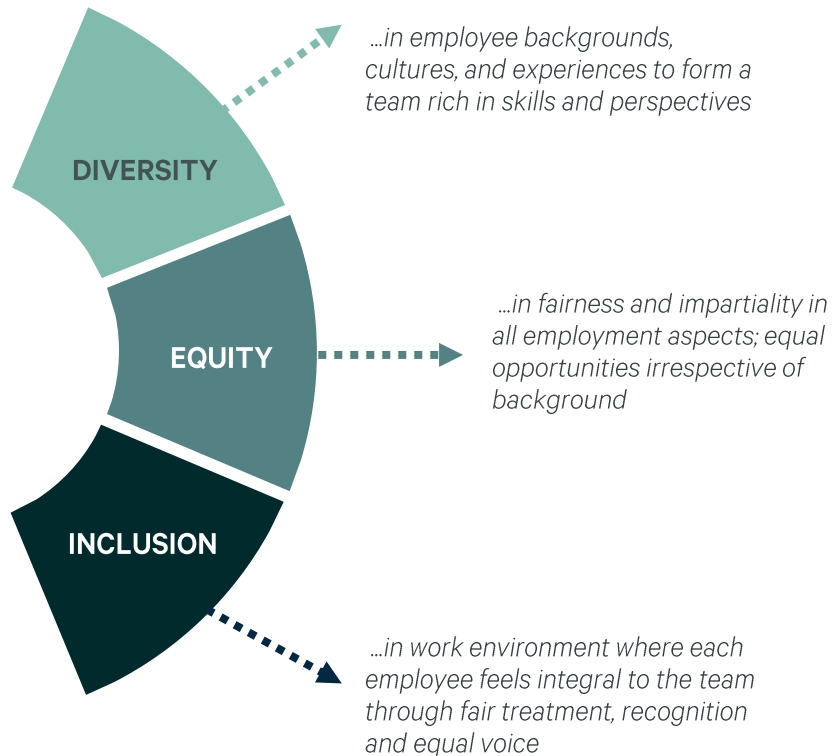


Source: CBRE Research, Q2 2024

Diversity, Equity & Inclusion - Design and policy integration

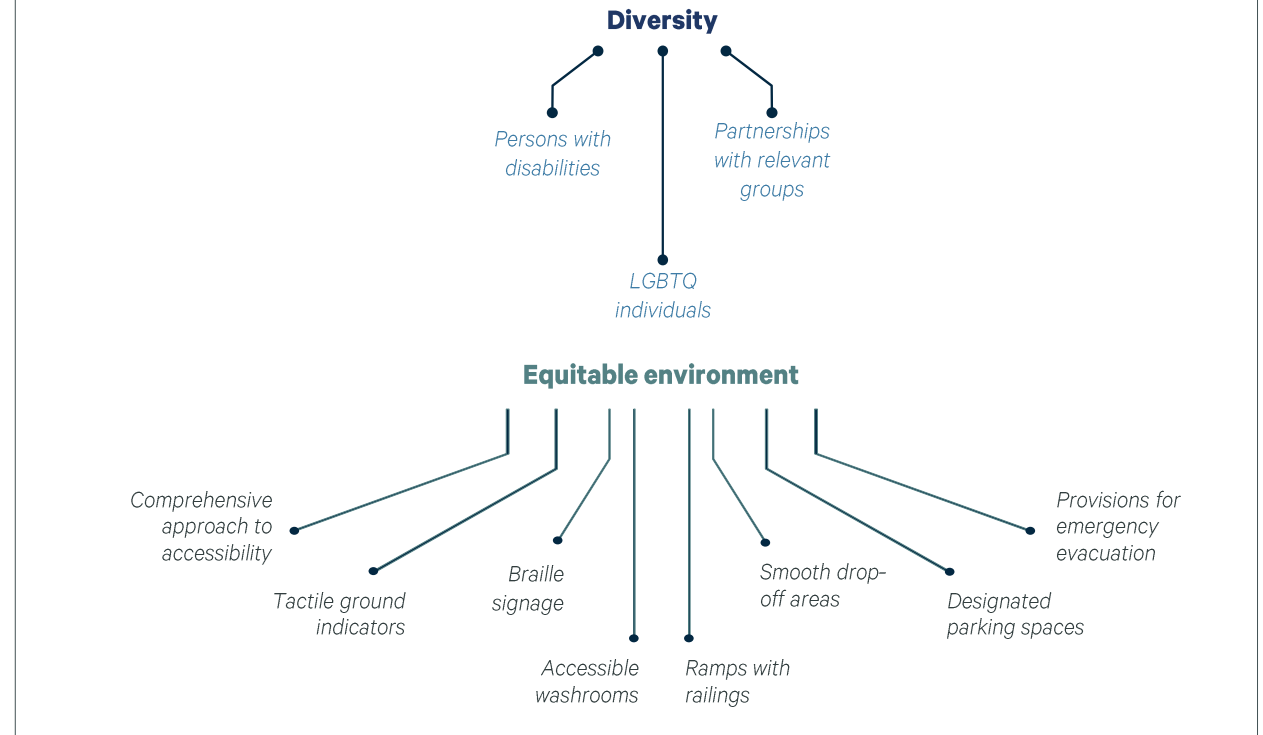
Inclusive design and strategic location can create hubs for communities to connect, collaborate, and thrive. Welcoming spaces break down barriers, promote equal opportunities, and empower marginalised groups, enriching organisations and their employees.

FIGURE 9: Fostering connection and collaboration



Source: CBRE Research, Q2 2024

FIGURE 10: Key DEI initiatives by a key developer in India*



*Source: Media article - [Economic Times](#)

Industry Insight:

India has seen increasing occupier interests in understanding DEI and proactively implementing solutions. The RPWD Act of 2016 has been a key driver in addition to the renewed conversation on workplace accommodations during the pandemic. Education around diversity, equity and inclusion has gained rapid momentum. This is now slowly translating to interventions in the workplace - both physical and at the policy level.

Note: RPWD Act - Rights of Persons with Disabilities Act

Developers are actively evaluating placemaking opportunities as a competitive differentiator

Developers are not only focusing on the aesthetic utilitarian buildings and campuses but starting to intently focus on aspects of placemaking.

Placemaking spans planning, designing and managing spaces that inspire and promote social interactions and exchange, contributing to an elevated holistic experience.

Ecosystem Level



Ease of commute and connectivity – not only by vehicular access but pedestrian connectivity, last mile connectivity



Social infrastructure – quality and cost of housing, schools, hospitals, malls etc.



Physical infrastructure – quality of roads, traffic conditions, drainage, social spaces, green pockets, views



Potential digital interventions

Source: CBRE Research, Q2 2024

Cluster Level



Block connectors – Circulation, sense of safety, quality of spaces, opportunities to build connections, Opportunities to rejuvenate



Magnetisation – right mix of social amenities to attract a wide range of audience – from F&B to sports to events to social clubs



Way finding & signages – ease of access and manoeuvrability for the differently abled



Campus aesthetics and brand perception – architecture, quality of construction, technology integration, landscape, attitude towards sustainability, well-being



Campus level sustainability initiatives

Building Level

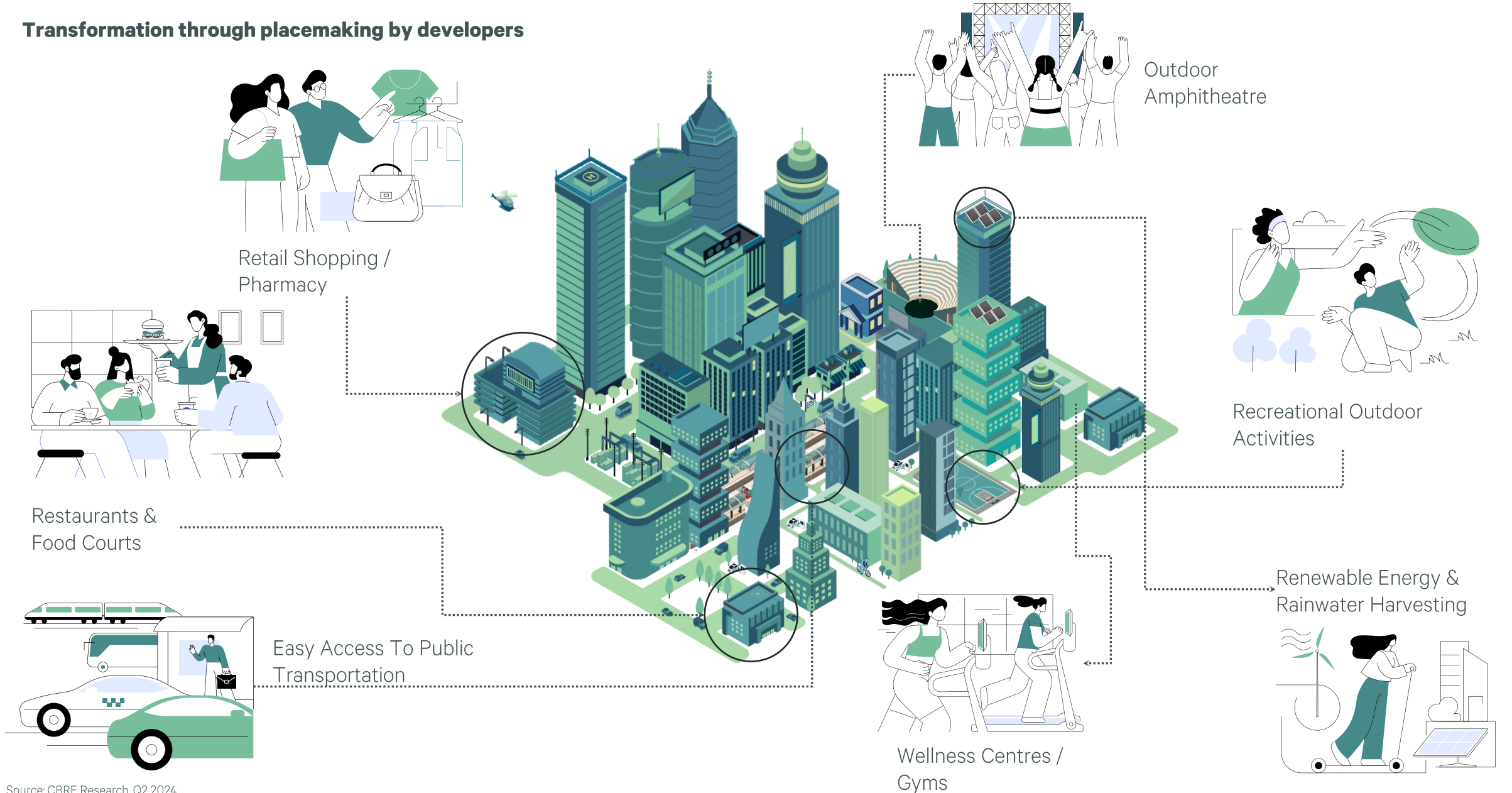


Quality – Floor plate (efficiency, services, sub divisibility, code compliance etc.), parking, service infra, base building certifications, vertical transportation (access, speed, numbers, visibility, usability, speed, technology etc.); atrium options, main lobby/entry, core design and circulation



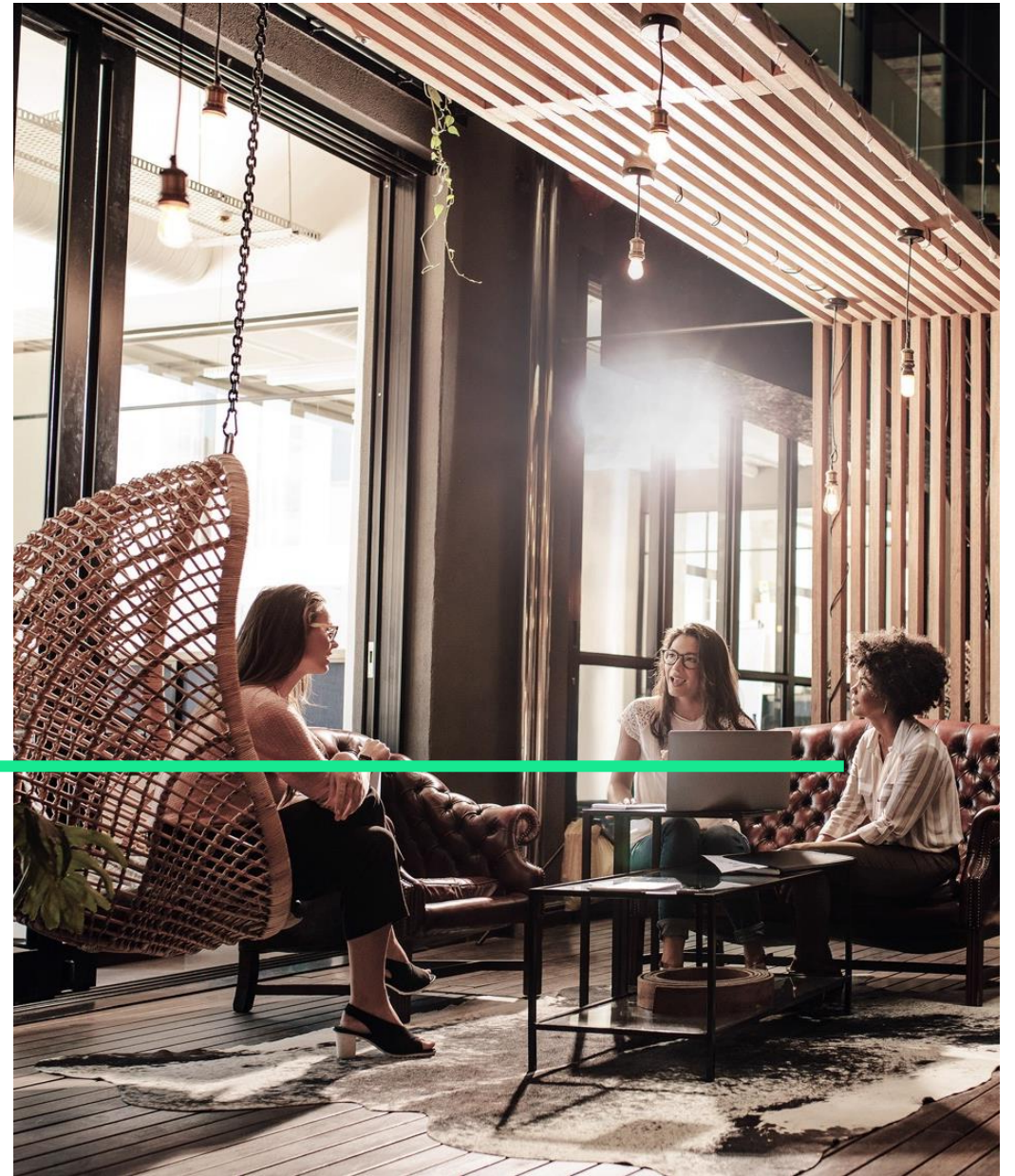
Exterior design drivers – drop off and arrival, building entry, inter and intra connectivity between floors and buildings, space between buildings, direct exterior access, green roof / rooftop outdoor spaces, places of respite, soft and hard landscaping, branding potential of building, ease of access to parking etc.

Transformation through placemaking by developers



Source: CBRE Research, Q2 2024

CBRE Capabilities



Workplace Strategy, Change Management & Occupancy Planning

STRONG GLOBAL & REGIONAL
THOUGHT LEADERSHIP
PLATFORM

We are a diverse group of incredibly talented individuals with a rich breadth of skills and experiences with backgrounds as diverse as design, workplace strategy, commerce, change management, occupier consulting etc.



**LARGEST
ESTABLISHED
TEAM**

in India with presence across 5 cities



**DIVERSE
BACKGROUNDS**

within the teams



400+ Strategists Globally
75+ in APAC



**HOLISTIC
EXPERIENCE**

with Greenfield & Brownfield sites

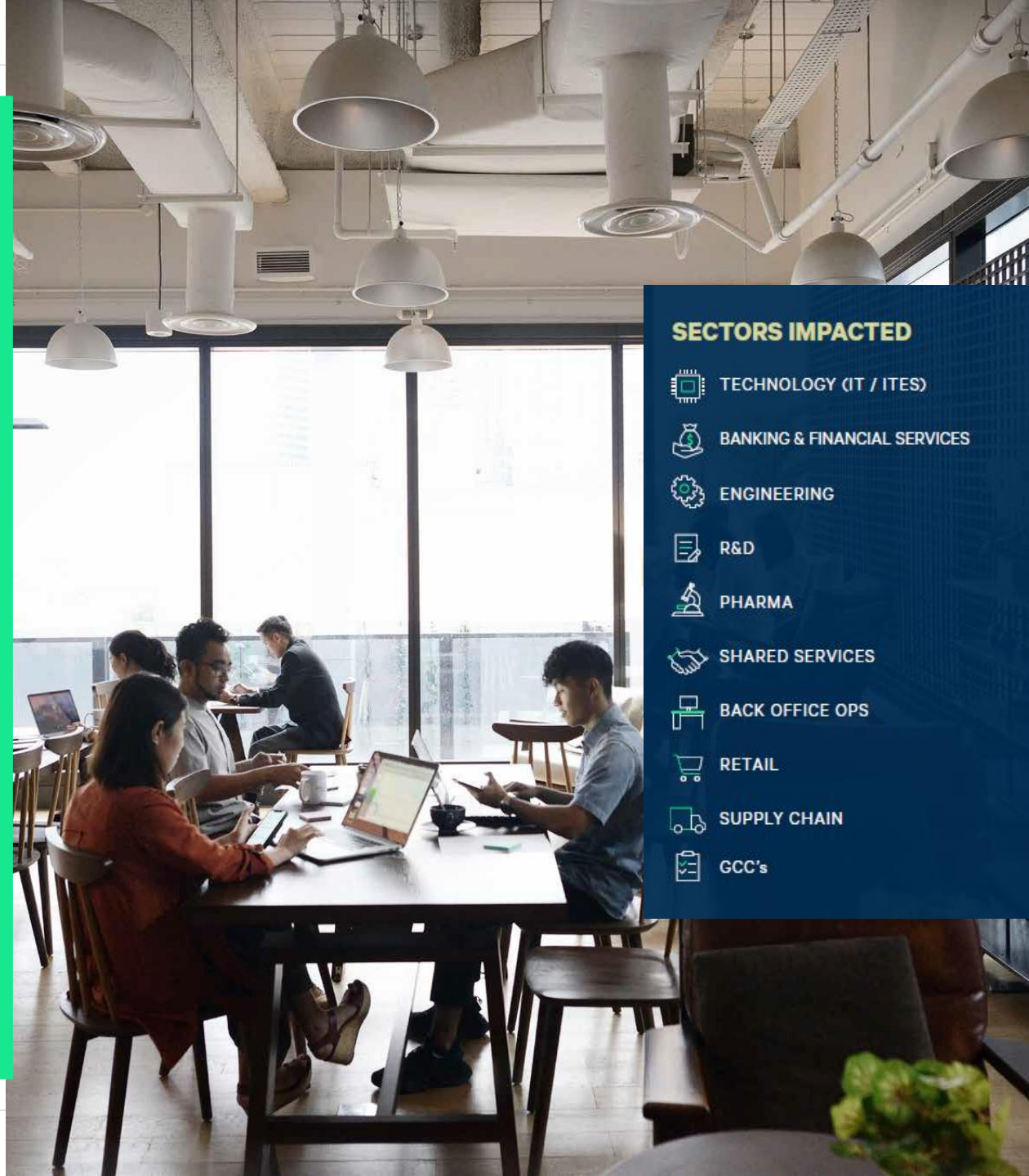


**OVER 300,000
EMPLOYEES
IMPACTED**

across the country



**100+ FORTUNE 500
CLIENTS**



SECTORS IMPACTED

- TECHNOLOGY (IT / ITES)
- BANKING & FINANCIAL SERVICES
- ENGINEERING
- R&D
- PHARMA
- SHARED SERVICES
- BACK OFFICE OPS
- RETAIL
- SUPPLY CHAIN
- GCC's

What can we do for you?

Our services unlock the potential of space to inspire individual creativity and drive organizational performance...

Experience Consulting

- Curating interactions with people, processes, technology, services, events and management to 'elevate the everyday'.
- Journey mapping, gap assessment & enhancing experience across elements such as parking, food, meeting room booking solution, way finding, etc.

Humanplace

- Strategic relationship with a Prominent Global HR Consulting Firm to help clients solve for people side considerations along with space related nuances associated with operationalizing hybrid working / return to work.

Utilization Mapping

- Comprehensive data gathering with quantitative analysis to understand how the current workplace is being utilized and any related opportunities.
- Encompasses study of workstations, meeting rooms and other collaboration spaces.

Workplace Strategy

- Formulate a strategy for your existing / future workplace in line with changing business priorities and evolving external environment.
- Helping you make informed, data-driven decisions for your real-estate investments, ensuring business objectives are met, employee effectiveness bolstered and brand strengthened.

Design Guidance

- Helping translate the vision and workplace strategy into the physical space with an end user perspective in mind.
- Handhold the architects on board – review of floor plans, furniture selection, etc.

Change Management

- Creating a participative ecosystem that is owned and role modelled by leaders & champions.
- Ensuring seamless transition to the new workplace/ways of working/return to office.

Occupancy & Space Planning

- Leverage occupancy data to empower, anticipate and unlock opportunities within the portfolio.
- Mix of variable and dedicated service offering - can be a single occupancy plan to support project delivery or ongoing services to maintain accurate occupancy data and undertake strategic / tactical planning

Placemaking

- Helping developers & landlords plan, design and manage campuses that inspire and promote social interactions and exchange.
- This includes advising on areas of influence such as product planning (for office, retail & support spaces), park level master planning (brownfield and greenfield), wayfinding, inclusive design, traffic planning (vehicular and pedestrian), landscaping, amenitisation, social infra planning etc.

Global Workplace Solutions Overview



7200+
employees



510+
Clients represented



48 Towns & Cities where we have
CBRE Employees



15
Offices in India



450
MSF area serviced



3200+
Sites covered

IMS Certification



Quality management
ISO 9001:2015



Occupational Health & Safety
ISO 45001:2018



Environmental management
ISO 14001:2015



Energy management
ISO 50001:2018



What can we do for you?

Services offered...

01

SOFT SERVICES

- Janitorial Services
- Waste Management
- Grounds & landscaping
- Pest Control & Sanitization
- Stores & Inventory Management
- Waste Management
- Office Support Services: Reception, Helpdesk, Mailroom & other office admin services
- Stores & Inventory Management
- Conference Room management

02

TECHNICAL SERVICES

- Utilities Operations & maintenance
- Annual Maintenance Contracts
- Repair & Maintenance
- Mechanical & Plumbing
- Electrical Maintenance
- Building and Fabric Maintenance
- HVAC Maintenance
- Building security
- Fire Prevention Systems
- Fire & Safety Audits
- Equipment Health Analysis
- Project Snagging
- Minor Projects

03

SPECIALIZED SERVICES

- Health & Safety Environment Management
- Event Management
- Catering Management
- Transport Management
- Smart Buildings and Services
- Space & Occupancy Planning
- Executive Business Centre management & Guest House Management
- Wellness Services
- Return to Offices Audit & Support
- Mail Delivery & Courier Services
- Guest Relations & Visitor Management
- FM Consultancy Services

04

SECURITY SERVICES

- Man Guarding
- Access Control
- Patrol Services
- Adhoc Covers
- Visitor Management
- Card & Key Management
- Emergency Procedure
- Risk Assessment

05

SECURITY SERVICES

- Man Guarding
- Access Control
- Patrol Services
- Adhoc Covers
- Visitor Management
- Card & Key Management
- Emergency Procedure
- Risk Assessment

Contacts

Research

Abhinav Joshi

Head of Research - India, Middle East & North Africa
abhinav.joshi@cbre.co.in

Pradeep Nair

Associate Director
pradeep.nair@cbre.com

Vaishnavi Bala

Senior General Manager
vaishnavi.bala@cbre.com

Apoorva P

Assistant Manager
apoorva.p@cbre.com

Business Line

Ashish Podar

Senior Executive Director,
Head of Facility Management Services,
GWS India
ashish.podar@cbre.co.in

Sumit Arora

Associate Executive Director,
Head - Workplace Strategy, Change Management
& Occupancy Planning
Consulting, India
sumit.arora@cbre.co.in

Arpita Ray

Senior Associate Director,
Head of Operations - Workplace Strategy, Change
Management & Occupancy Planning
Consulting, India
arpita.ray@cbre.co.in

Business Line

Nitin Rao

Senior Executive Director,
Advisory & Transaction Services, India
nitin.rao@cbre.co.in

Global Research

Richard Barkham, Ph.D., MRICS

Global Chief Economist & Head of Research
richard.barkham@cbre.com

Henry Chin

Global Head of Investor Thought Leadership &
Head of Research, APAC
henry.chin@cbre.com.hk

Julie Whelan

Global Head of Occupier Thought Leadership
julie.whelan@cbre.com

Follow Us

CBREalty



© Copyright 2024. All rights reserved. This report has been prepared in good faith, based on CBRE's current anecdotal and evidence based views of the commercial real estate market. Although CBRE believes its views reflect market conditions on the date of this presentation, they are subject to significant uncertainties and contingencies, many of which are beyond CBRE's control. In addition, many of CBRE's views are opinion and/or projections based on CBRE's subjective analyses of current market circumstances. Other firms may have different opinions, projections and analyses, and actual market conditions in the future may cause CBRE's current views to later be incorrect. CBRE has no obligation to update its views herein if its opinions, projections, analyses or market circumstances later change.

Nothing in this report should be construed as an indicator of the future performance of CBRE's securities or of the performance of any other company's securities. You should not purchase or sell securities—of CBRE or any other company—based on the views herein. CBRE disclaims all liability for securities purchased or sold based on information herein, and by viewing this report, you waive all claims against CBRE as well as against CBRE's affiliates, officers, directors, employees, agents, advisers and representatives arising out of the accuracy, completeness, adequacy or your use of the information herein.

Business Line Contacts

Advisory & Transactions

Ram Chandnani

Managing Director,
Advisory & Transaction Services, India
ram.chandnani@cbre.co.in

Consulting & Valuation

Rami Kaushal

Managing Director,
Consulting & Valuations, India, Middle East & Africa
rami.kaushal@cbre.co.in

Global Workplace Solutions

Rajesh Pandit

Managing Director,
Global Workplace Solutions, India & Property Management, India, SE Asia, Middle East & North Africa
rajesh.pandit@cbre.co.in

Project Management

Gurjot Bhatia

Managing Director,
Head - Project Management Advisory, Asia Pacific
gurjot.bhatia@cbre.co.in

Capital Markets

Gaurav Kumar

Managing Director & Co-Head, Capital Markets, India
gaurav.kumar@cbre.co.in

Capital Markets

Nikhil Bhatia

Managing Director & Co-Head, Capital Markets, India
nikhil.bhatia@cbre.co.in

Operations

Rajat Gupta

Managing Director, Operations, India
rajat.gupta@cbre.com

© Copyright 2024. All rights reserved. This report has been prepared in good faith, based on CBRE's current anecdotal and evidence based views of the commercial real estate market. Although CBRE believes its views reflect market conditions on the date of this presentation, they are subject to significant uncertainties and contingencies, many of which are beyond CBRE's control. In addition, many of CBRE's views are opinion and/or projections based on CBRE's subjective analyses of current market circumstances. Other firms may have different opinions, projections and analyses, and actual market conditions in the future may cause CBRE's current views to later be incorrect. CBRE has no obligation to update its views herein if its opinions, projections, analyses or market circumstances later change.

Nothing in this report should be construed as an indicator of the future performance of CBRE's securities or of the performance of any other company's securities. You should not purchase or sell securities—of CBRE or any other company—based on the views herein. CBRE disclaims all liability for securities purchased or sold based on information herein, and by viewing this report, you waive all claims against CBRE as well as against CBRE's affiliates, officers, directors, employees, agents, advisers and representatives arising out of the accuracy, completeness, adequacy or your use of the information herein.