

Corp. Office: Shree Laxmi Woolen Mills Estate, 2nd Floor, R.R. Hosiery, Off Dr. E. Moses Rd. Mahalaxmi, Mumbai - 400 011

Tel: (022) 3001 6600 Fax: (022) 3001 6601 CIN No.: L17100MH1905PLC000200

August 16, 2023

**BSE Limited** 

Phiroze Jeejeebhoy Towers Dalal Street, Fort, Mumbai- 400 001

Security code: 503100

Dear Sir(s),

**Sub: Corporate Presentation** 

National Stock Exchange of India Limited

Exchange Plaza, Bandra-Kurla Complex, Bandra East, Mumbai-400051

**Symbol: PHOENIXLTD** 

Pursuant to Regulation 30 read with Para A of Part A of Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith latest Corporate Presentation to be made to investors and analysts.

The same being uploaded the Company's website at on https://www.thephoenixmills.com/investors/FY2024/Corporate-Presentation in compliance with Regulation 46(2) of the Listing Regulations.

You are requested to take the aforesaid information on record.

Thanking you,

Yours Faithfully, For The Phoenix Mills Limited

Gajendra Mewara **Company Secretary** 

**Encl:**- As above

Regd. Office: The Phoenix Mills Ltd., 462 Senapati Bapat Marg, Lower Parel, Mumbai 400 013. Tel: (022) 2496 4307 / 8 / 9

Fax: (022) 2493 8388 E-mail: info@thephoenixmills.com www.thephoenixmills.com



# The Phoenix Mills Ltd.

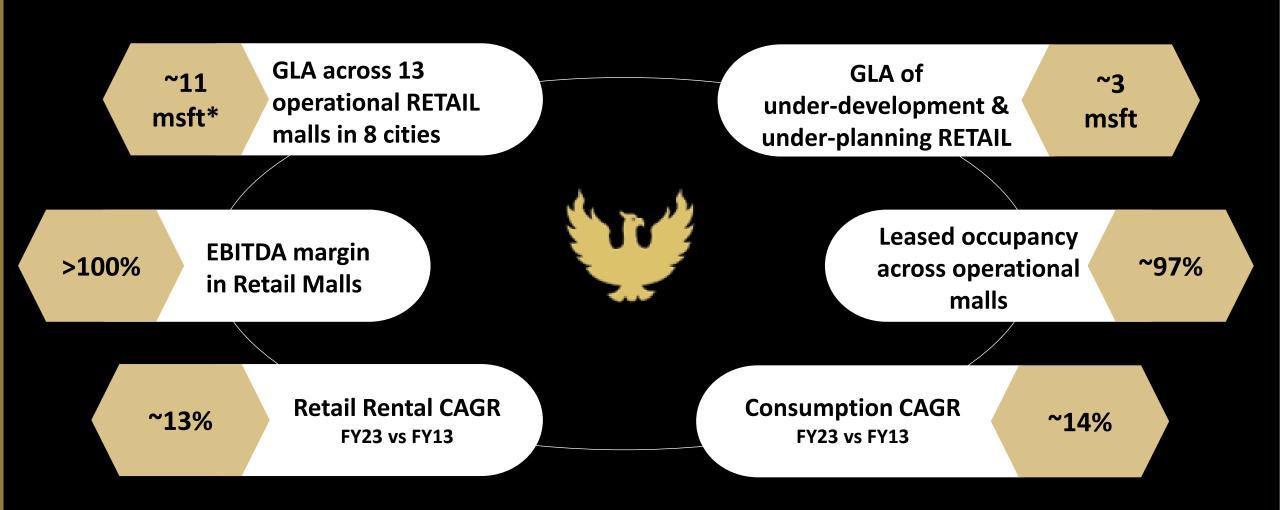
**Corporate Presentation August 2023** 

# PROMISE | PERFORMANCE | INSPIRATION





# India's largest retail mall owner and operator with ~14 msft retail GLA by FY27...



<sup>\*</sup>Includes Phoenix Mall of the Millenium (Pune), and Phoenix Mall of Asia (Bangalore) set to launch in 2023

Note: Under development and under planning assets are subject to change and carry risks of planning, approvals, execution and market conditions which may be beyond the control of the Company.

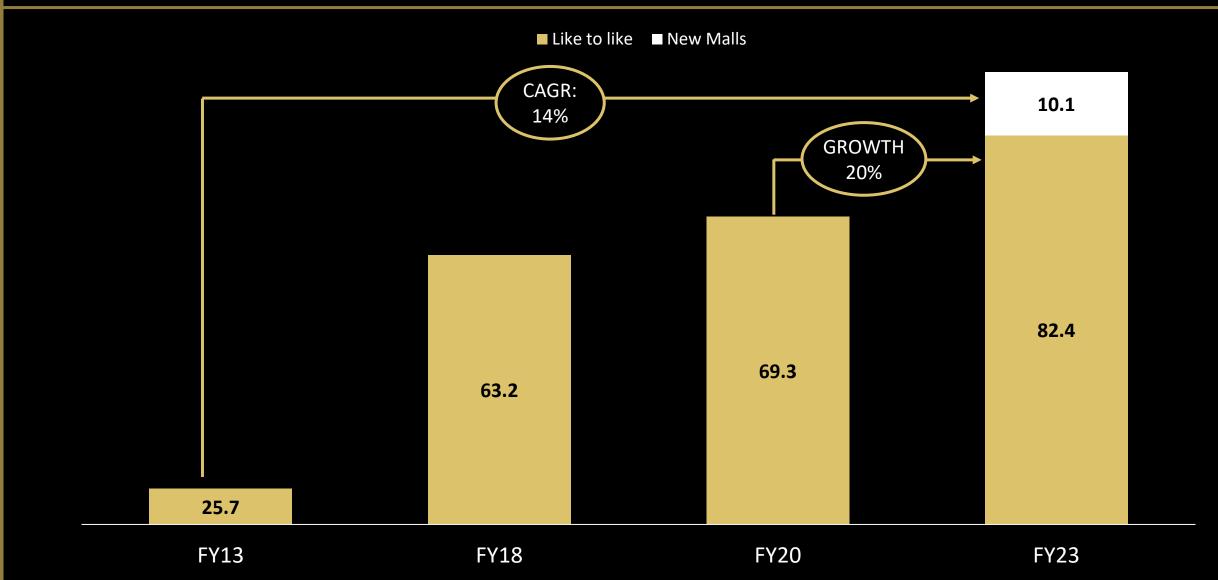
GLA is an estimate based on current plans and market/company norms and is subject to change based on changes in development plans and tenant negotiations.

EBITDA Margin > 100% is in most months on aggregate for the portfolio and is derived at the asset level before corporate costs and other non operating costs.

Rental and Consumption CAGR adjusted for the for the period for which the mall was operational.

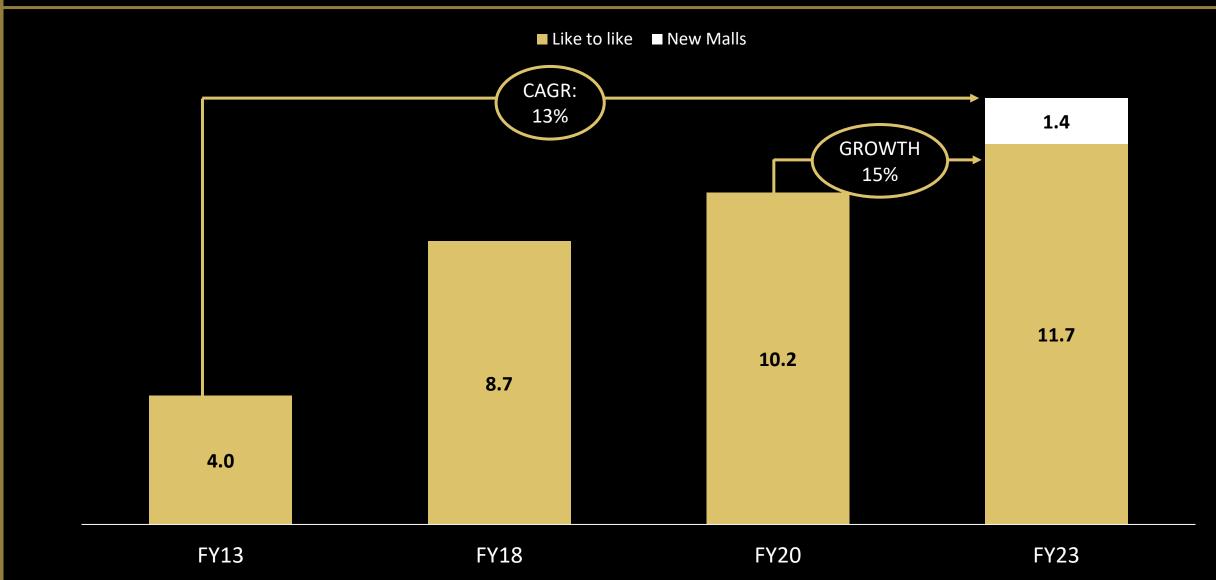


# Rental Consumption CAGR at Phoenix Malls of 14% from FY13 to FY23. 20% like-to-like growth in consumption post covid



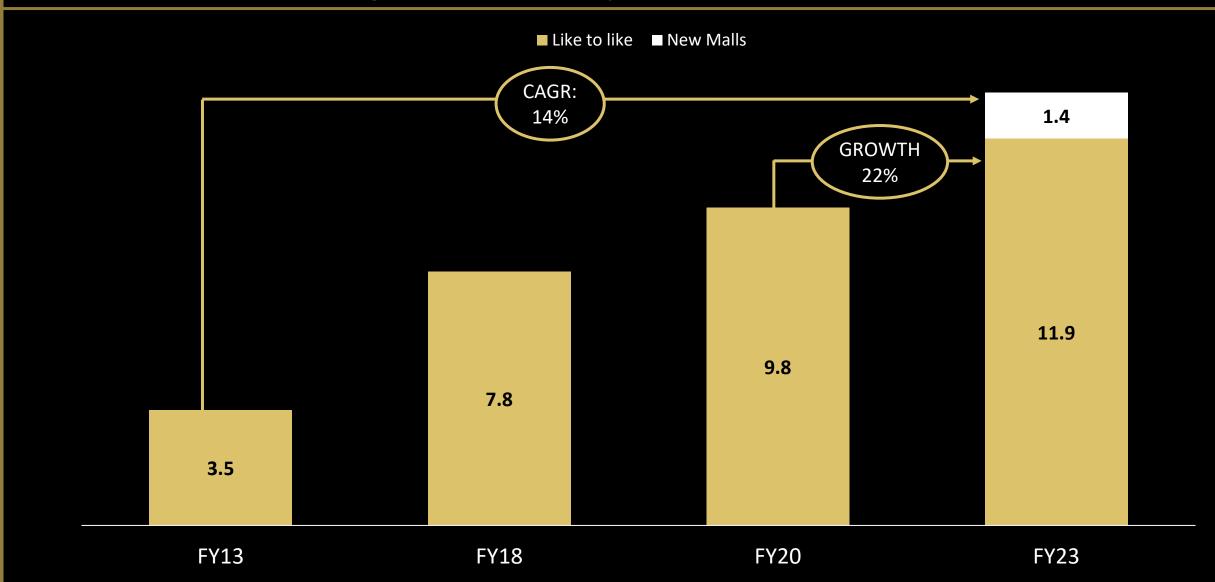


# Retail Rental Income CAGR at Phoenix Malls of 13% from FY13 to FY23. 15% like-to-like growth in Rental Income post covid





# Retail EBITDA at Phoenix Malls of 14% from FY13 to FY23. 22% like-to-like growth in EBITDA post covid





# FY 23 - Consumption across entire spectrum of discretionary wallet spend

Consumption Mix – FY 23		Trading Area	<b>Growth FY23 Vs FY20</b>
Fashion & Accessorie	51%	54%	35%
Electronics	13%	4%	34%
Jewellery	- <del></del>	1%	138%
Food & Beverages	10%	9%	37%
FEC & Multiplex	4%	14%	31%
Gourmet & Hypermarket	2%	7%	-49%
Others	9%	10%	<b>-15%</b>

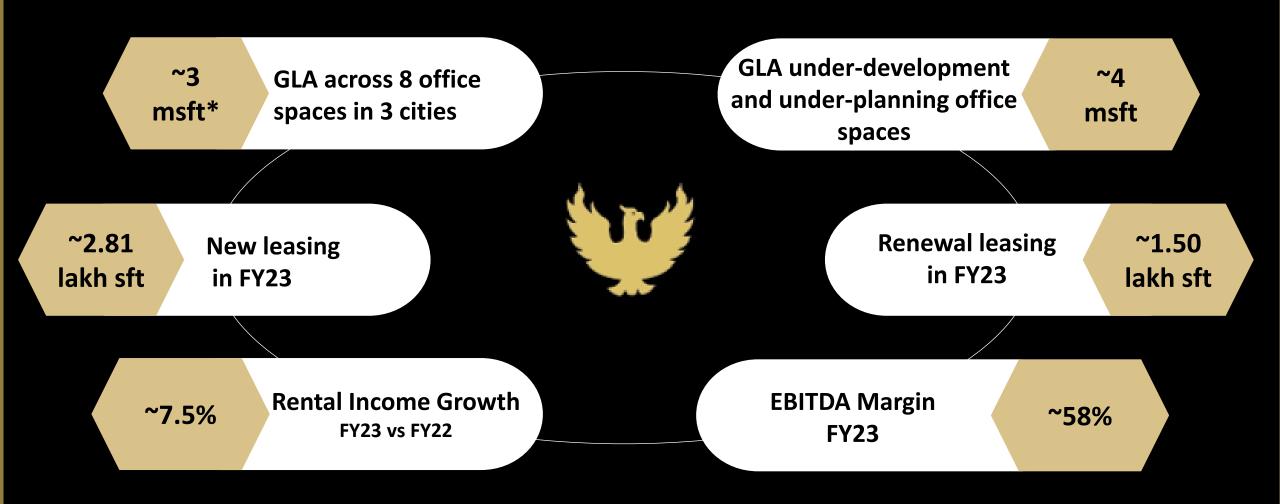


# Q1 FY 24 - Consumption across entire spectrum of discretionary wallet spend

	Consumption Mix – Q1 FY 24	Trading Area	Q1 FY24 Vs Q1 FY23
Fashion & Accessorie	51%	55%	17%
Electronics	<b>12%</b>	4%	2%
Jewellery	- <del></del>	1%	31%
Food & Beverages	11%	9%	24%
FEC & Multiplex	4%	14%	3%
Gourmet & Hypermarket	3%	7%	88%
Others	9%	11%	16%



# ... adding sustainable, futuristic and urban workspaces to anchor our existing retail destinations



<sup>\*</sup> Includes Phoenix Asia Towers (Bangalore) set to launch within 2023

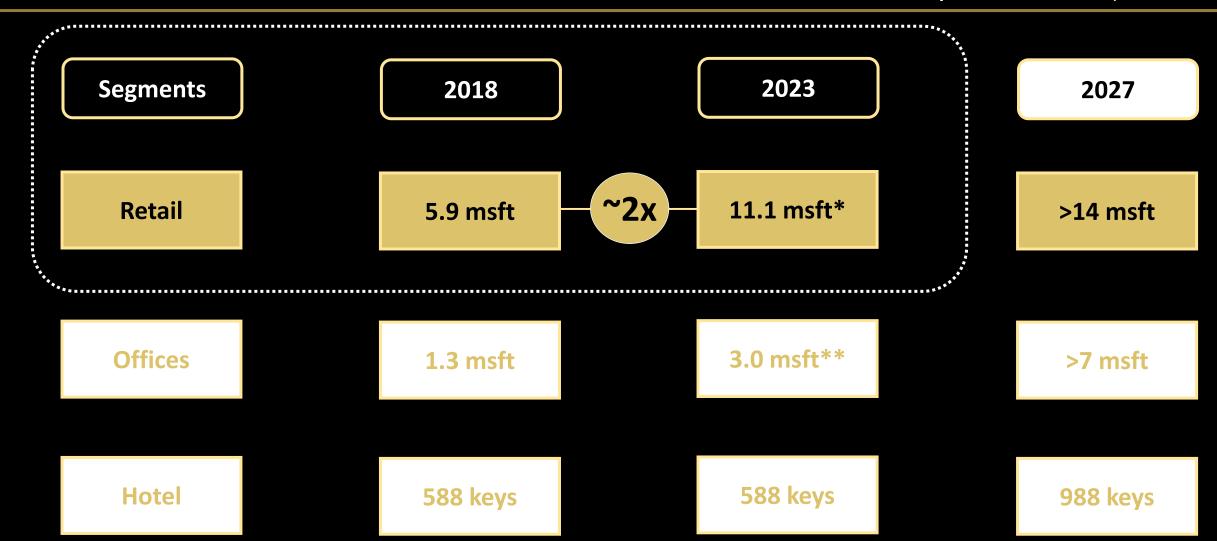
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GLA is an estimate based on current plans and market/company norms and is subject to change based on changes in development plans and tenant negotiations.



## Promises delivered – doubling of retail portfolio

**PROMISE** | PERFORMANCE | INSPIRATION



<sup>\*</sup>Includes Phoenix Mall of the Millenium (Pune), and Phoenix Mall of Asia (Bangalore) set to launch within 2023

<sup>\*\*</sup> Includes Phoenix Asia Towers (Hebbal, Bangalore) set to launch within 2023



~4x

Rs. 2,520 cr in FY13 to Rs. 9,248 cr in FY23

~6x

Consolidated Operational EBITDA grew from Rs. 263 cr in FY13 to Rs. 1,519 cr in FY23 ~3x

Retail Rentals grew from Rs. 393 cr in FY13 to Rs. 1,313 cr in FY23

Rs. 1,404 cr

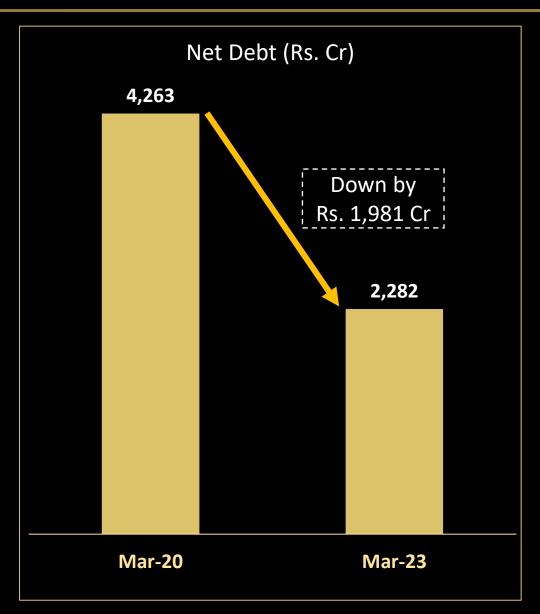
Operational FCF (post interest and taxes paid) grew from Rs. -129 cr in FY13 to Rs. 1,404 cr in FY23

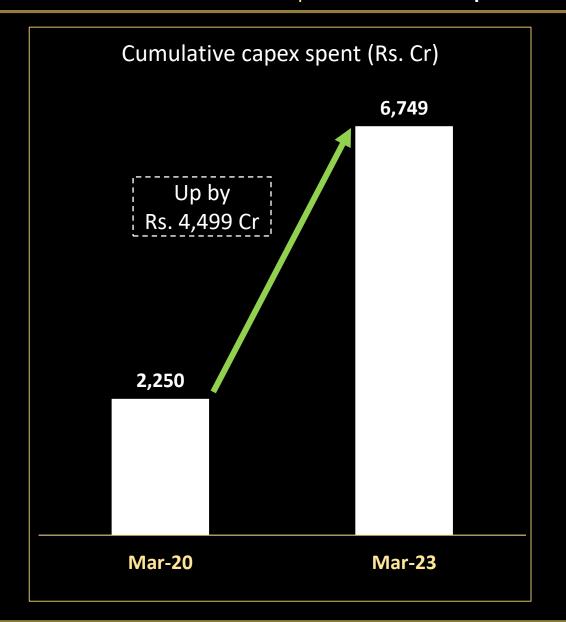
# **Growing with Prudence**



## Reducing net debt levels while investing in new projects

#### PROMISE | PERFORMANCE | INSPIRATION







#### Raised equity capital of ~Rs. 4,873 cr between Aug 2020 to Dec 2021

PROMISE | PERFORMANCE | INSPIRATION

What?

When?

How much?

Qualified Institutional Placement (QIP)

August 2020

~Rs. 1,100 cr

JV with CPPIB for Kolkata Development

May 2021

~Rs. 384 cr

Equity Infusion in existing retail platform with CPPIB (ISML)

May 2021 & Dec 2021

~Rs. 539 cr

**Retail Platform with GIC** 

June 2021 & June 2022

~Rs. 1,500 cr

JV with CPPIB for Lower Parel Development

**November 2021** 

~Rs. 1,350 cr



## Strategic Partnerships driving next leg of growth: PML CPPIB Alliance



Phoenix Marketcity Bangalore
+ Under-development offices
+ hotel & Retail expansion



Phoenix Citadel, Indore



Mall of the Millennium and Millennium Offices, Pune



Mall of Asia and Phoenix Asia Towers, Bangalore

PML – CPPIB: 1<sup>st</sup> JV



Rise (Office + Retail), Mumbai



Under-development mall at Kolkata

Additions to the JV in 2021

- Retail GLA: ~5.8 msft
- Offices GLA: ~4.1 msft
- ~400 keys Grand Hyatt hotel



## Strategic Partnerships driving next leg of growth: PML GIC Alliance



Phoenix MarketCity, Pune



Phoenix Paragon Plaza, Kurla



Phoenix Marketcity, Kurla



Art Guild House, Kurla



Surat

- FY20 NOI of ~Rs. 370 cr
- Enterprise Value of ~Rs. 5,500 cr
- Capital infused by GIC of ~Rs. 1,500 cr
- GIC's equity stake 33%
- Capital infusion to fund potential acquisition across India and create liquidity at PML level



## **Debt and Cash Position as on 30<sup>th</sup> June 2023**

#### PROMISE | PERFORMANCE | INSPIRATION

Amount Rs. cr

Liquidity (Bank balance +

Rs 1,873 Cr

**Group Level** 

Rs 1,427 Cr

PML Share

**Gross Debt** 

Investments + DSRA)\*^

Rs 4,050 Cr

Rs 3,056 Cr

Net Debt

Rs 2,177 Cr

Rs 1,629 Cr

Q1 FY24 EBITDA<sup>^</sup>

Rs 499 Cr

Rs 405 Cr

<sup>\*</sup> Does not include amount available in overdraft accounts

<sup>^</sup> Includes Starboard which does not form part of PML Consolidated financials



# Focus on optimizing Debt levels and cost of debt

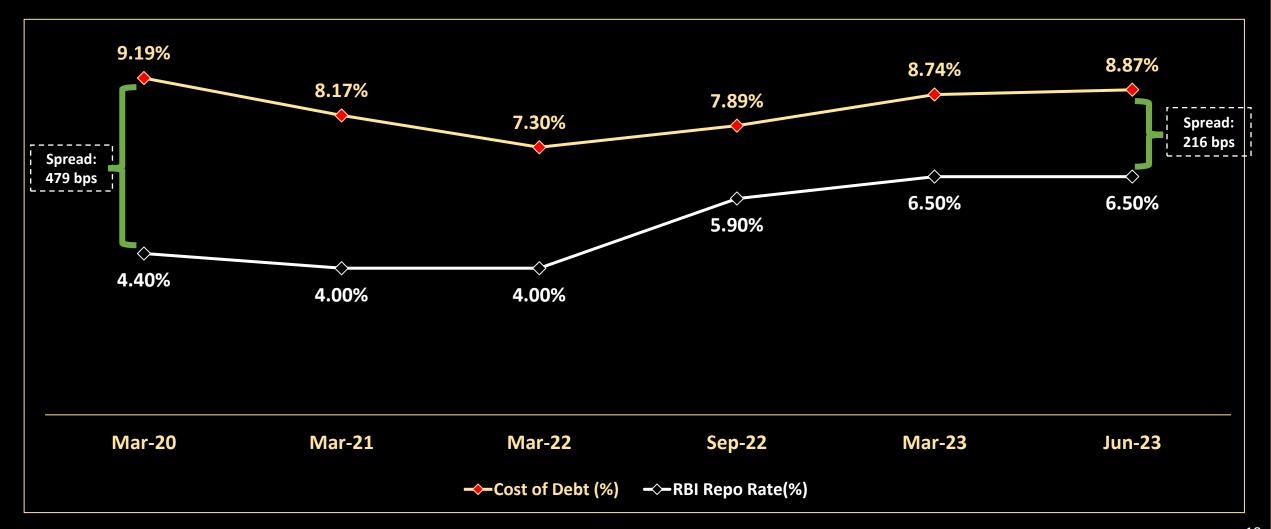
Parameter	FY20	FY23	Outcome	
Net Debt	Rs. 4,263 cr	Rs. 2,282 cr	46%	
□□ Net Debt to □□□ EBITDA	4.2x	1.4x	66%	
Interest Coverage Ratio	2.4x	4.1x	71%	



## Focus on optimizing cost of debt by reducing spread over benchmark rate

PROMISE | PERFORMANCE | INSPIRATION

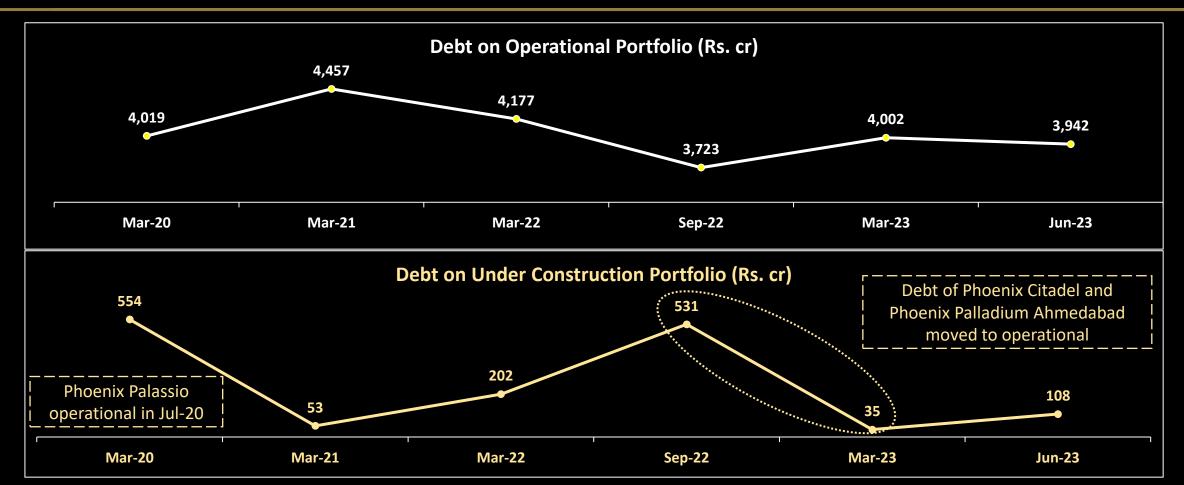
#### Effective cost of debt reduced by ~32 bps





## **Gross debt declined by Rs 523 Cr since March 2020**

#### PROMISE | PERFORMANCE | INSPIRATION



Rs. Cr	Mar-20	Mar-21	Mar-22	Sep-22	Mar-23	Jun-23
Operational	4,019	4,457	4,177	3,723	4,002	3,942
Under construction	554	53	202	531	35	108
Total Gross Debt	4,573	4,510	4,379	4,264	4,037	4,050

Note: Mar-20 & Mar-21 were covid impacted quarters

# **City Center Destinations**



# **Developer of India's Iconic Mixed-Use Developments**



Phoenix MarketCity, Mumbai + Offices (Centrium, PPP and Art Guild House)



Upcoming Phoenix Mall of Asia + Asia Towers (Offices) Hebbal, Bangalore



Upcoming Phoenix Mall of the Millennium + Millennium Towers (Office), Wakad, Pune



Phoenix MarketCity + Fountainhead Office Towers, Pune



Phoenix Palladium + The St Regis + Upcoming Project Rise (Commercial Offices+Retail), Mumbai



Phoenix MarketCity + ISML Offices + Proposed 5 Star Hotel, Whitefield, Bangalore

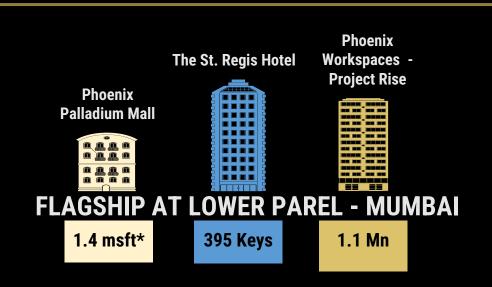


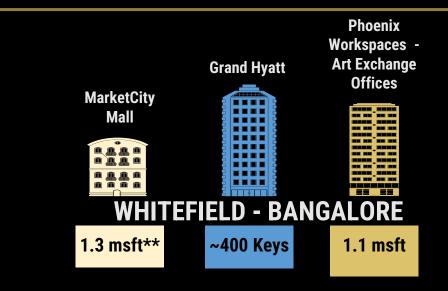
Phoenix MarketCity + Palladium, Chennai + Upcoming Commercial Offices

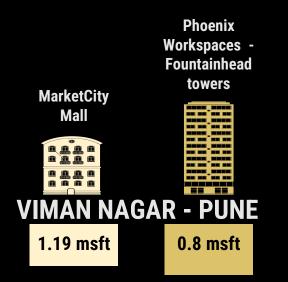


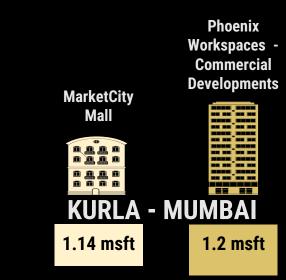
#### **City Center Developments – Synergy Across Asset Classes**

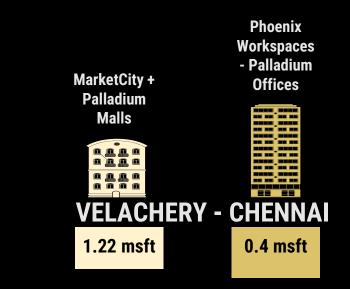
#### PROMISE | PERFORMANCE | INSPIRATION













## The City Center in South Bombay - Our flagship asset - Phoenix Palladium





# Phoenix Palladium Mumbai















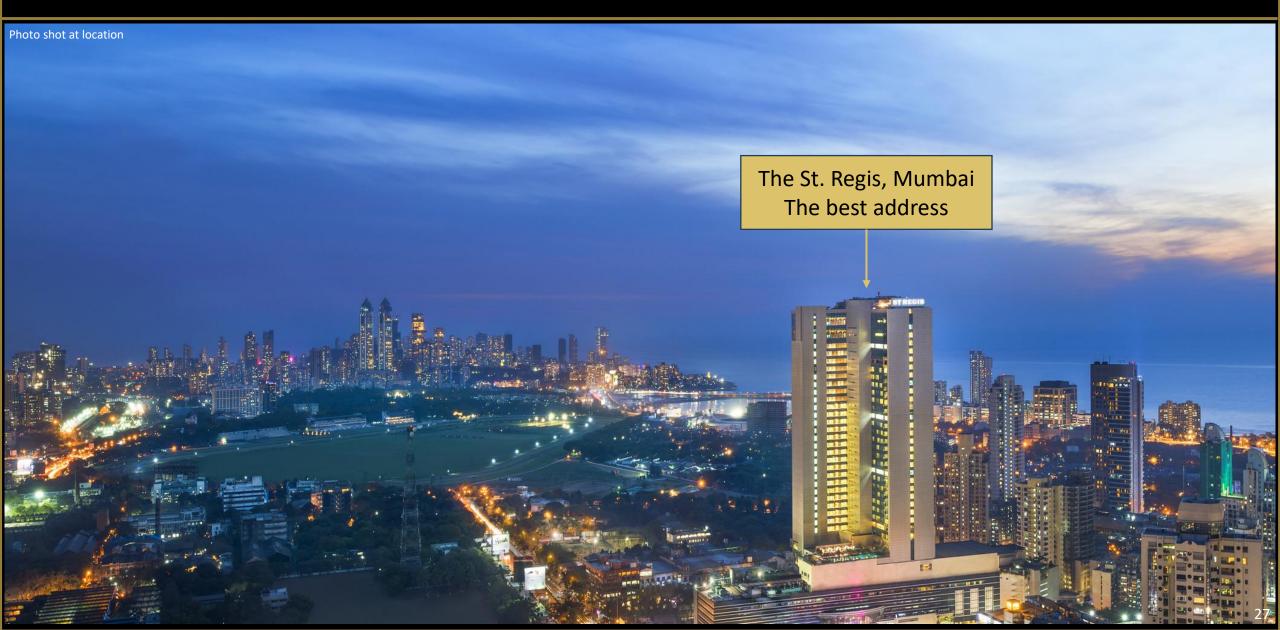
# Project Rise – office-led mixed use development - the Jewel in the Phoenix crown – construction commenced





# The St. Regis, Mumbai

# Lower Parel, Mumbai





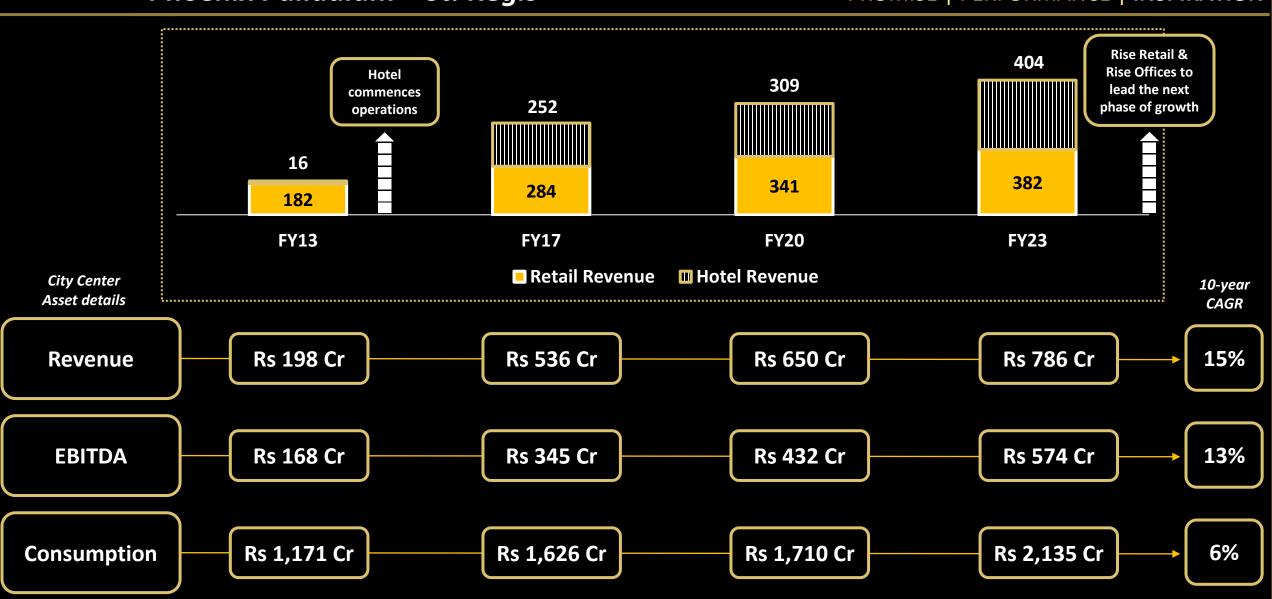




# Case Study – Mumbai City (Lower Parel) Center Densification –

Phoenix Palladium + St. Regis

PROMISE | PERFORMANCE | INSPIRATION





# **The City Centre of Suburban Mumbai**



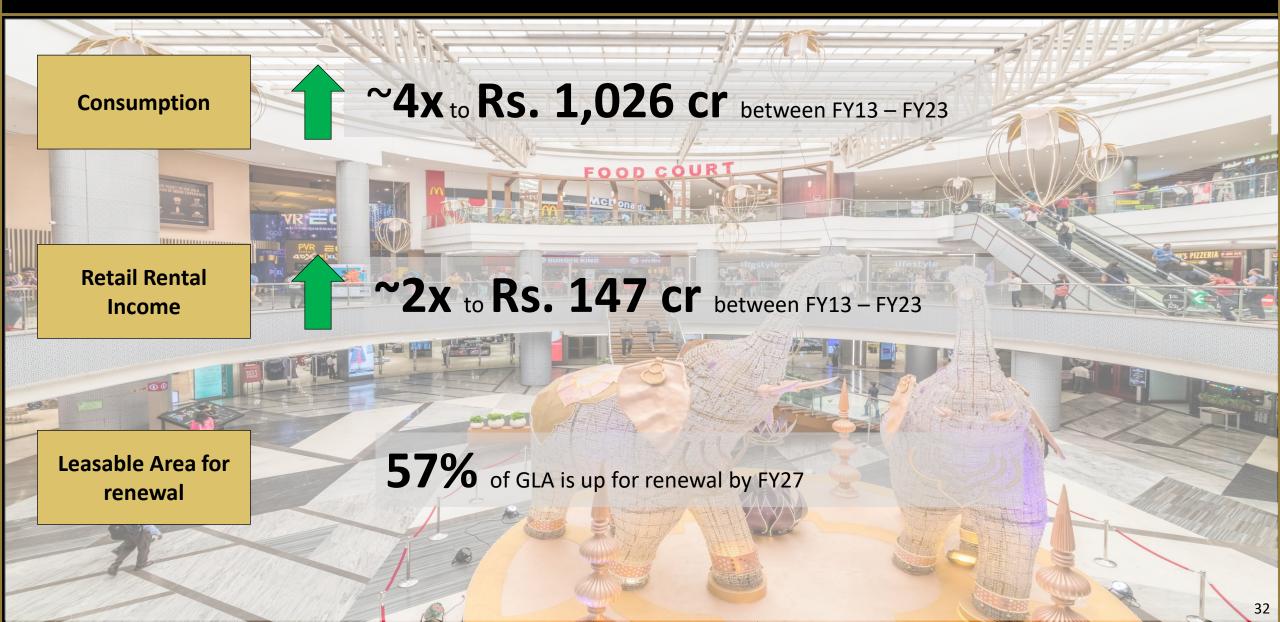


# **Phoenix MarketCity Mumbai**





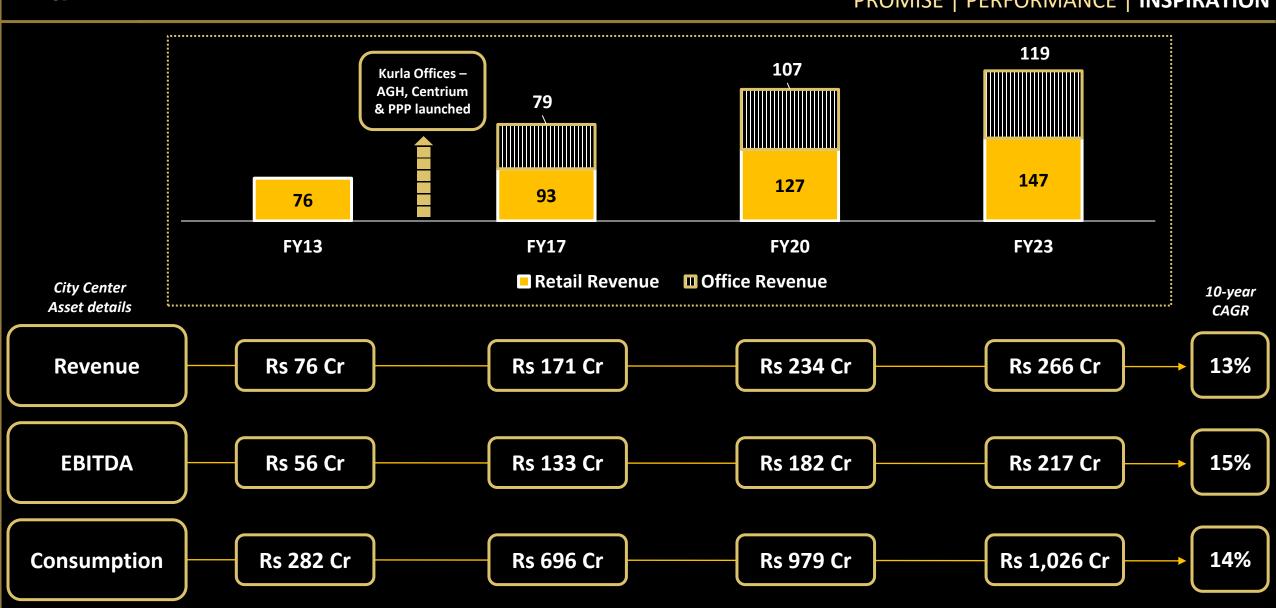






# Case Study – Mumbai City (Kurla) Center Densification – <u>PMC Mumbai + Centrium + Art Guild House + Phoenix Paragon Plaza</u>

PROMISE | PERFORMANCE | INSPIRATION







# The City Centre in the Garden City





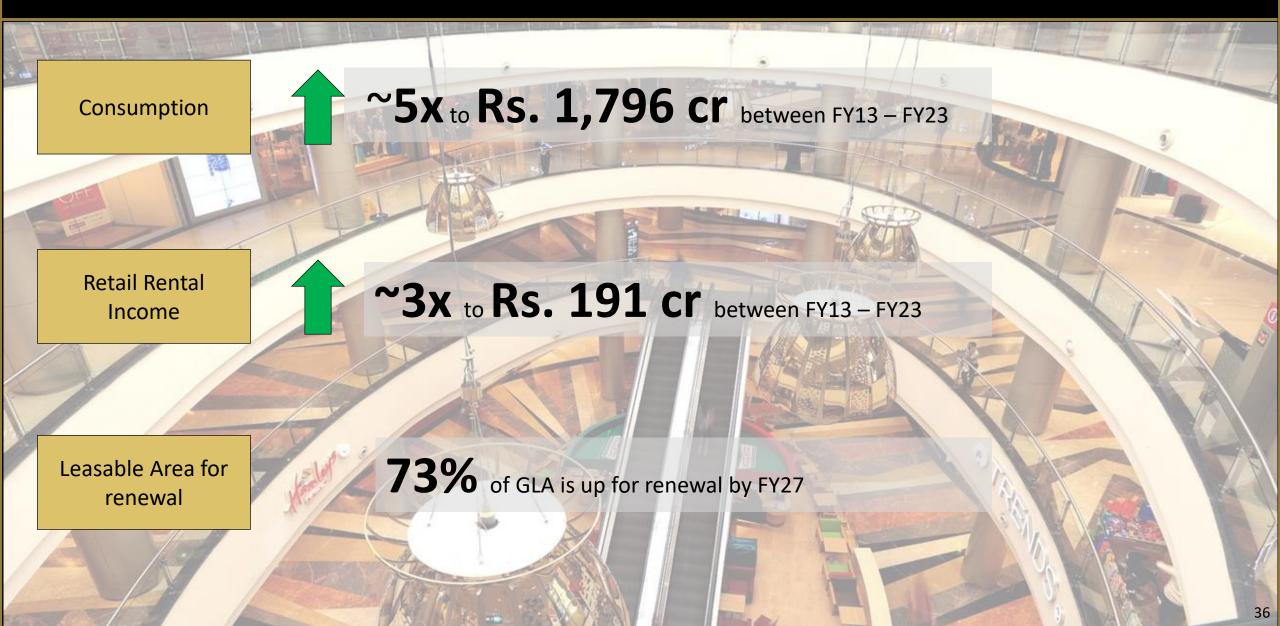


# **Phoenix MarketCity Bangalore**











## **ISML Offices Bangalore**





- ✓Office GLA: ~1.10 msft
- ✓ Excavation under progress



#### The City Center in the Cultural Hub of Maharashtra

#### Vimannagar, Pune



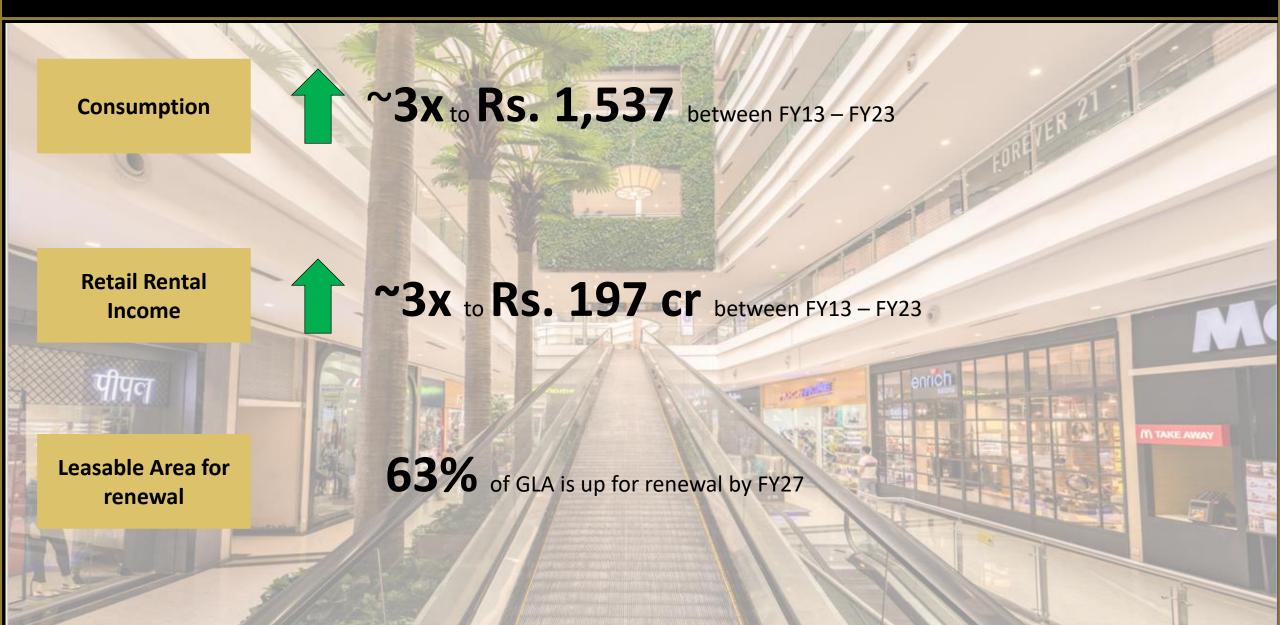


#### **Phoenix MarketCity Pune**











#### Fountainhead Office Towers (1, 2 and 3)

#### Vimannagar, Pune

Indicative Render



- Offices seamlessly connected with the mall
- 10,000+ office goers on everyday basis, boosting captive consumption audience

- Existing Mall GLA: ~1.20 msft
- Planning addition of ~200,000 sft of Retail GLA
- Completed addition of Office: Over 8,00,000 sft





#### **Fountainhead Office Towers - Significantly accretive incremental yields**

**Grade A Scalable Office Spaces** 

**City centric location** – *Viman Nagar* 

An expansion of Pune's most prominent mixed-use development – PMC Pune

Phoenix Fountainhead Development cost

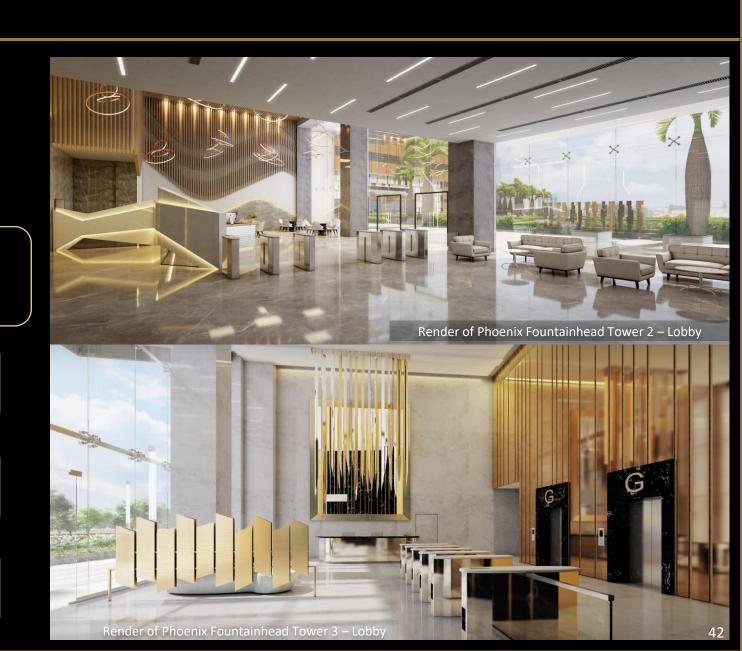
~Rs. 3,700 psf

**Annual Rental** 

~Rs. 900+ psf

Annual Rental Yield on Development cost

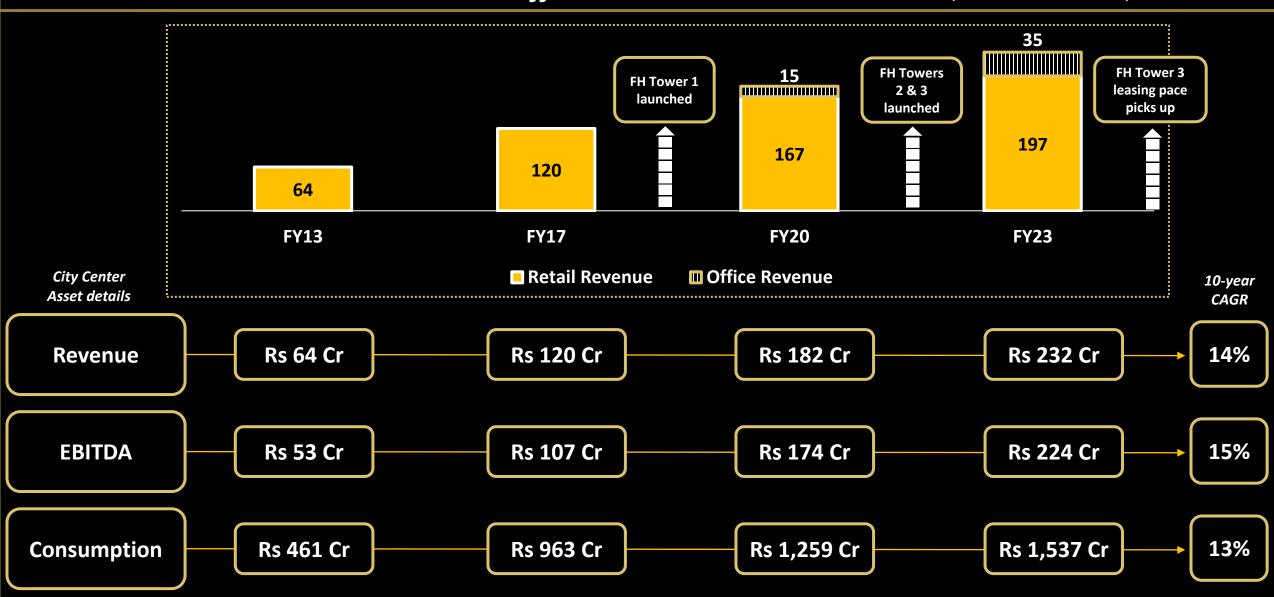
24%+





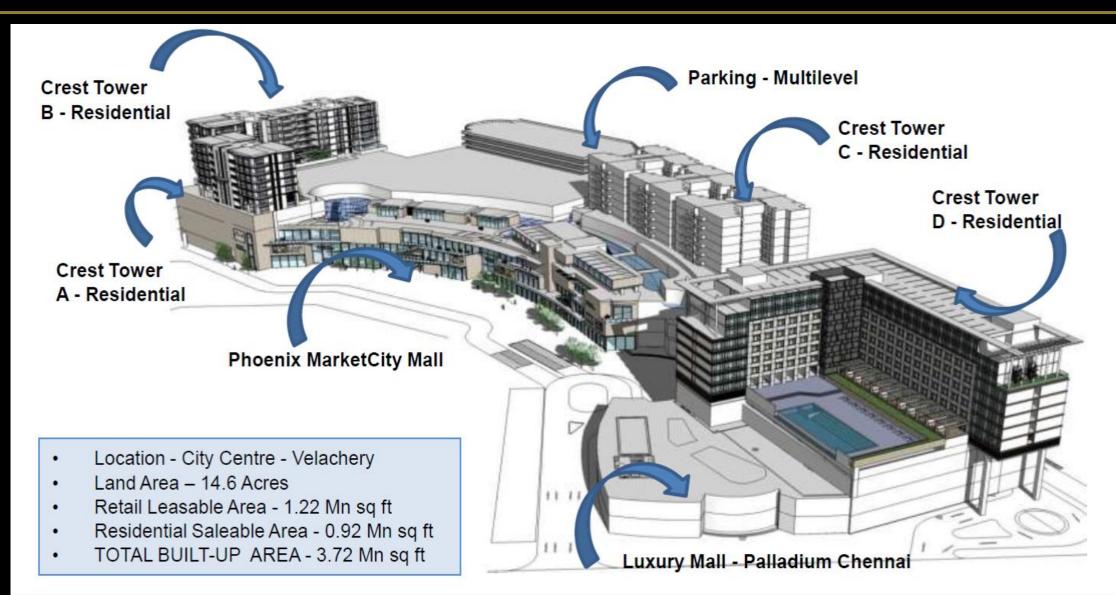
## Case Study – Pune City Center Densification – PMC Pune + Fountainhead Offices

PROMISE | PERFORMANCE | INSPIRATION





#### The City Center in the Cultural Hub of Tamil Nadu







#### **Phoenix MarketCity and Palladium Chennai**

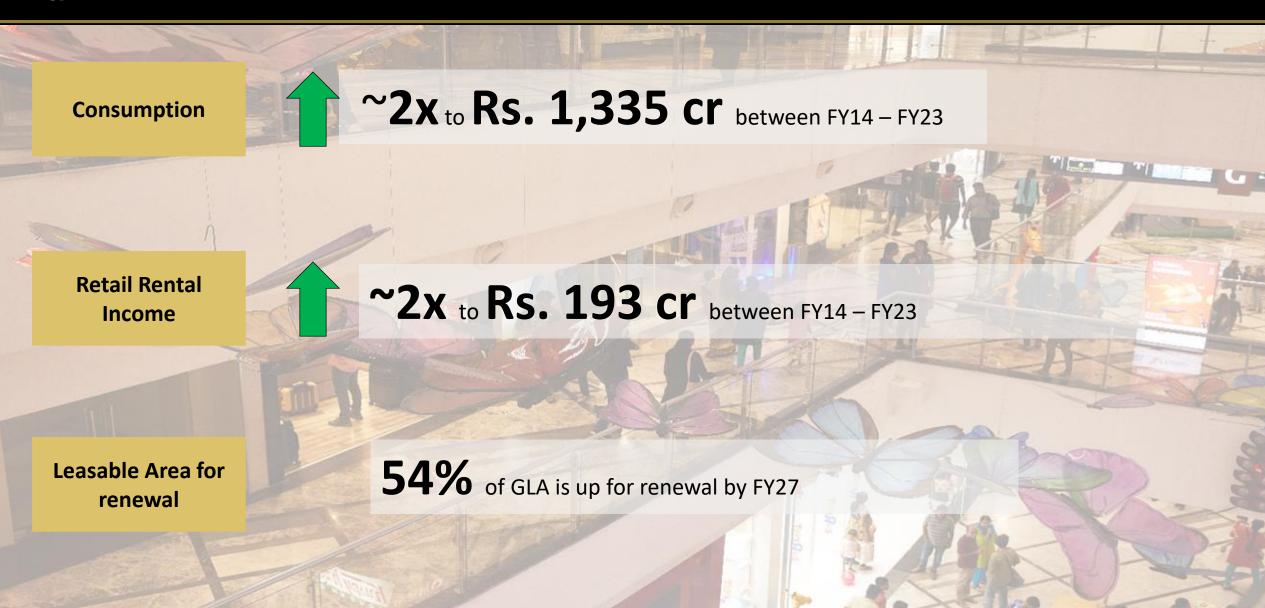








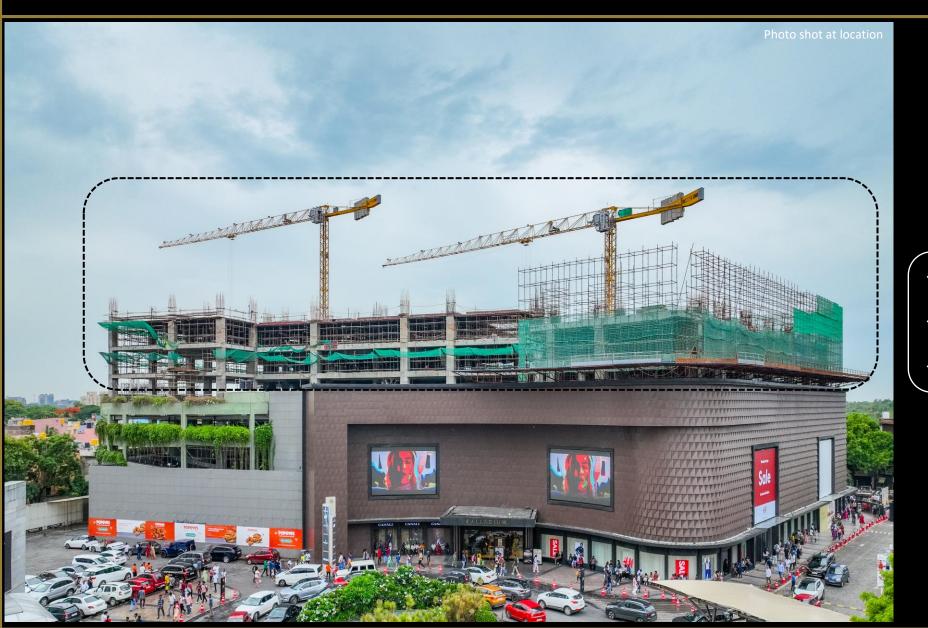












- ✓Office GLA: ~0.42 msft
- ✓ Construction commenced
- ✓ Completion targeted in FY25



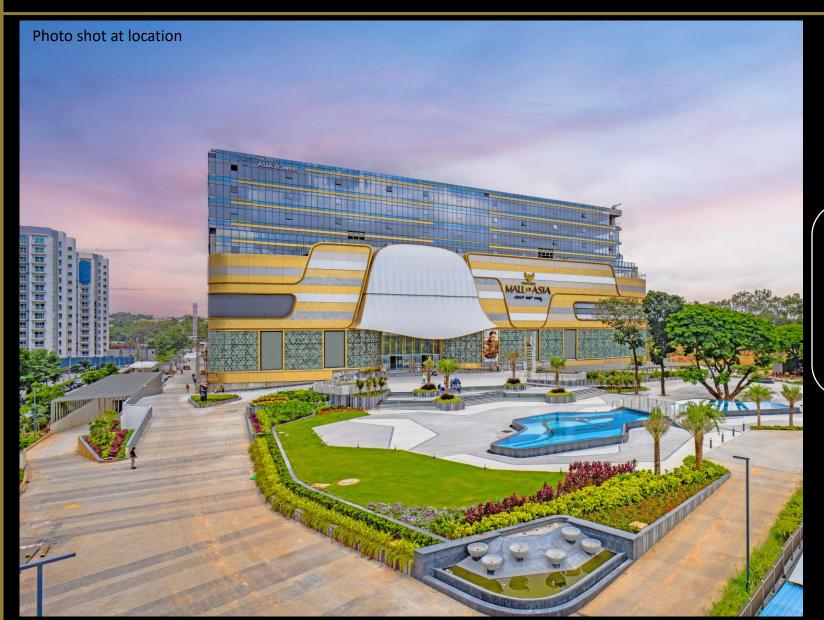






# W

#### **Phoenix Mall of Asia – Opening Soon**



- ✓ Retail GLA: ~1.20 msft
- ✓ Occupation certificate received for Retail portion (mall and multiplex)
- ✓ Over 214 stores / ~0.70 msft currently under fit-out







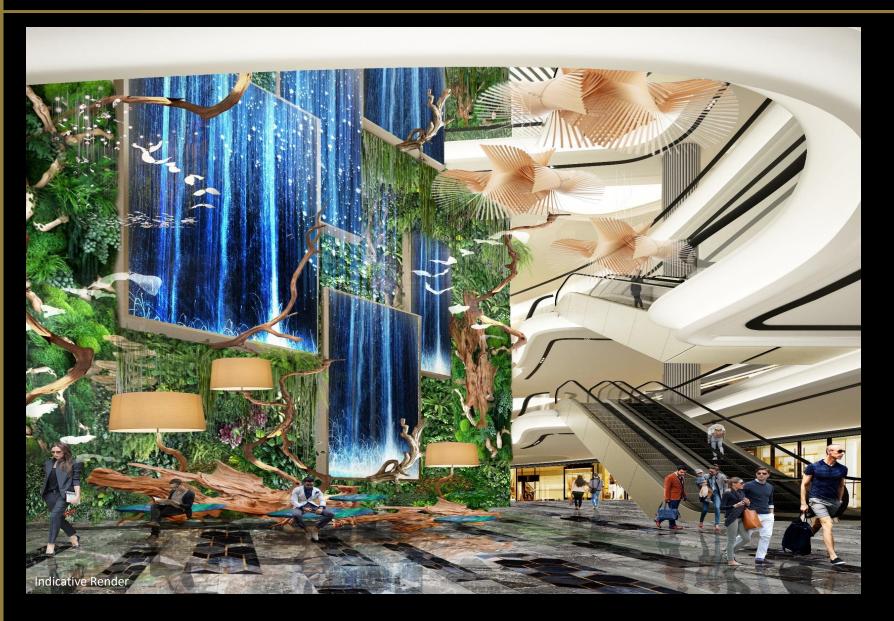










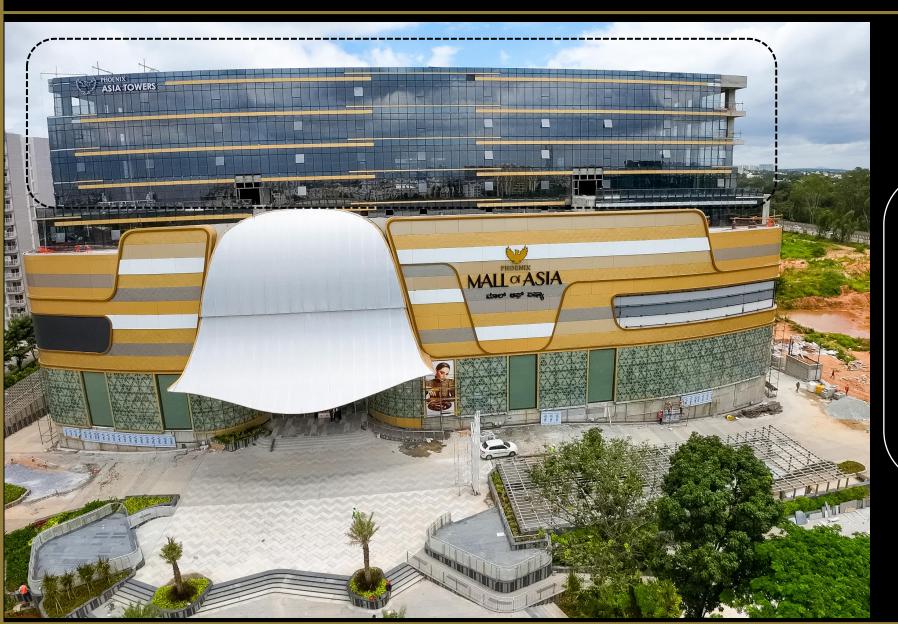


- Retail GLA of ~1.20 msft
- Anchored by offices of ~1.20 msft\*
- Part of an integrated campus ~4,000 homes;
   ~4msft office space
- Multiple grand arrivals, over 40 open plan restaurants, indoor fan Park





#### Phoenix Asia Towers – Offices on top of the mall



- ✓ Office GLA:
  - Phase 1: ~0.80 msft
  - Phase 2: ~0.40 msft
- ✓ First phase of offices to be operational in FY24
- ✓ Lobby and common area finishing, and façade work underway



#### Phoenix Asia Towers – Offices on top of the mall







### **Our Second City Center in Pune**





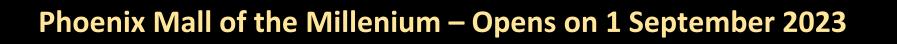


#### Pune's newest city center destination



- Retail GLA of ~1.20 msft
- Anchored by offices of over 1msft
- Open plan restaurants; eclectic F&B village; indoor Fan park
- 14 screen megaplex
- Grand arrival and luxury boulevard









- Retail GLA: ~1.10 msft
- ✓ Office GLA: ~1.20 msft
- Occupation certificate received for Retail mall portion
- ✓ Over 170 stores currently under fit-out

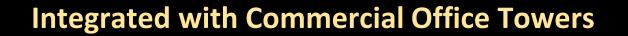


























- ✓ Office GLA: ~1.20 msft
- ✓ Expected year of operation: FY25
- Construction commenced for 2 of 4 office towers
- ✓ Slab shuttering and reinforcement work in progress for Tower 1 A and Tower 1 B
- ✓ Slab completed upto 13<sup>th</sup> floor for Tower 2 A and upto 8<sup>th</sup> floor for Tower 2 B

# Destination consumption hubs for the city

✓ City center retail developments



### A palatial retail experience spread over 15 acres (delivered)







#### The only mall delivered during the pandemic







#### From brownfield acquisition to launch in 2 years

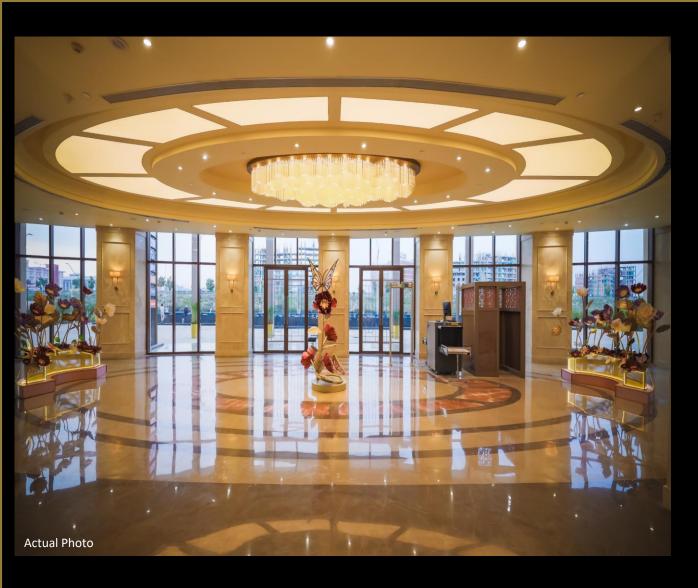






## **Breathtaking interiors**





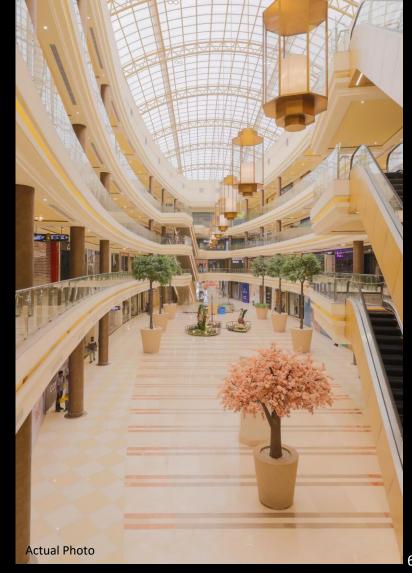




#### **Interior shots**

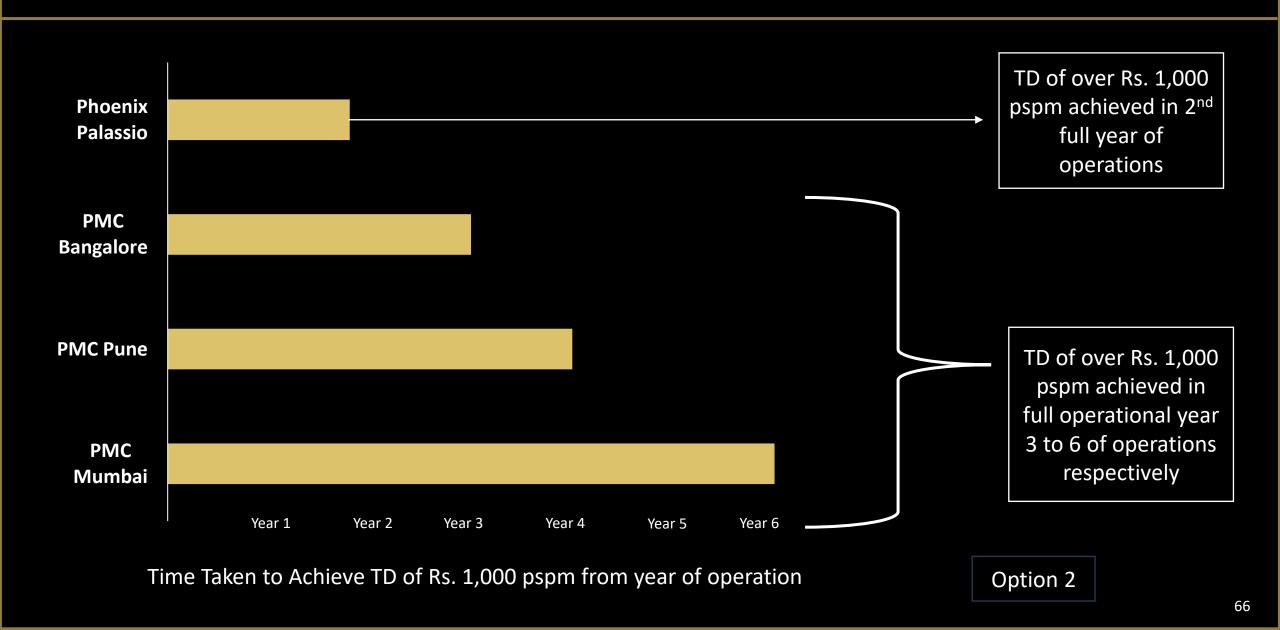








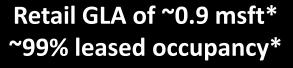
# Case Study: Phoenix Palassio hitting TD of INR 1,000 pspm in 2<sup>nd</sup> full year of Operations compared to 3-6 years taken by PMC Malls





#### **Case Study: Attractive starting yields on Phoenix Palassio**





FY23 Trading Density – ~Rs. 1,333 pspm FY23 rental rate – ~Rs. 119 pspm

**Mar-23 Gross Block** 

~Rs. 830 cr

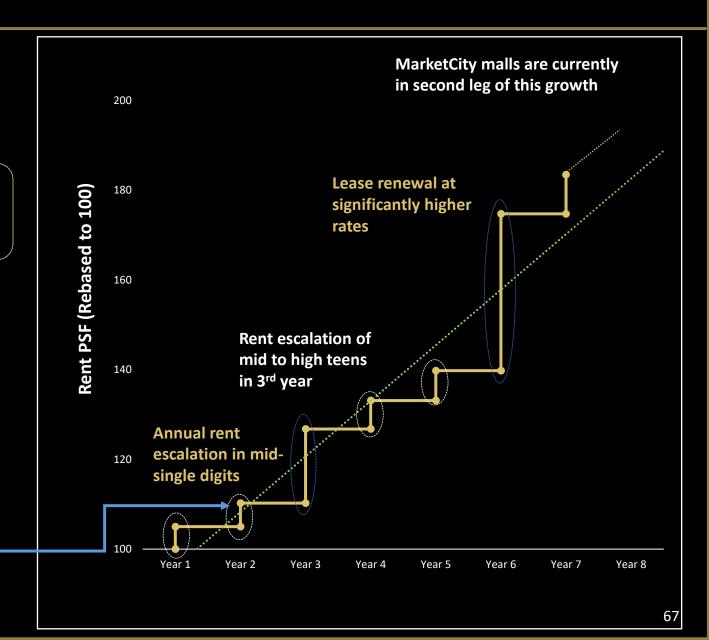
**FY23** Rental

~Rs. 122 cr

**Annual Rental Yield** 

(in 2<sup>nd</sup> full year of operations)

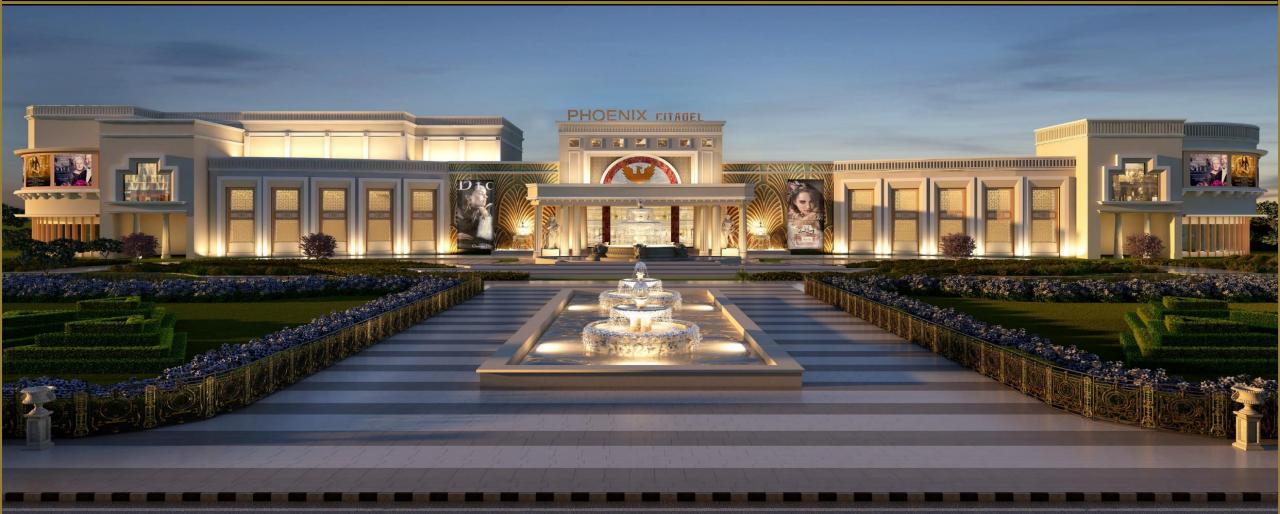
**15%** 





# The Retail destination of Madhya Pradesh – Gates Opened on 1 December 2022!







#### **Our statement of intent in Central India**







#### **Opulent Grand Arrivals, Venetian inspired Chandeliers & Glasswork**







- ✓ Retail GLA of ~1 msft
- ✓ Landscaped gardens, spectacular musical fountains
- ✓ Interiors inspired by the beauty of Italy
- ✓ Over 300 national and international brands
- ✓ Over 100 first time brands in Indore
- ✓ 1,30,000 sq. ft. dedicated entertainment zone, with selfie park and courtyard
- ✓ Over 75 dining options including food court with 650 + seating capacity
- ✓ 8-screen state-of-the-art INOX multiplex



#### **Grand interiors**

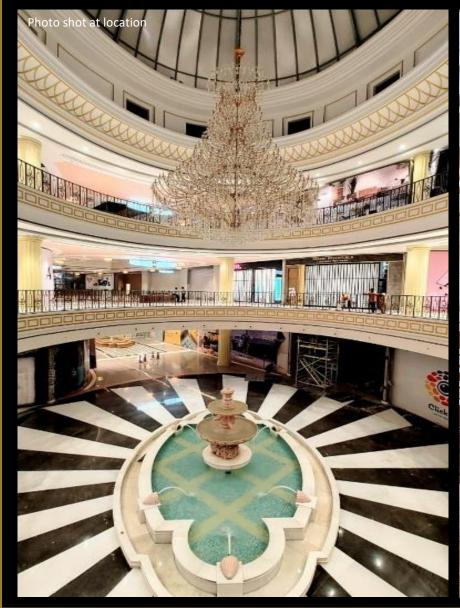






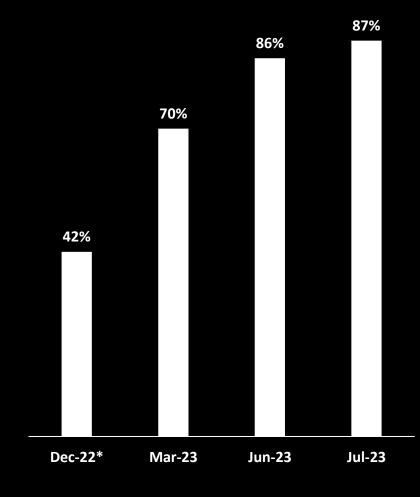
## **Performance Update**







## Ramp up in Trading Occupancy





## Sustainability updates



- **✓** Received the USGBC<sup>TM</sup> LEED Gold Certification
- ✓ First retail asset in India to achieve the IFC Edge Advanced Certification
- ✓ Efficiency details as per IFC Edge Advanced Certificate:
  - √ 44% Energy saving
  - √ 61% Water saving
  - ✓ 52% less embodied energy in material
  - ✓ 5,860 tCo2/year Operational Co2 savings
- ✓ Green loan availed for this asset first asset in PML portfolio to avail a green loan





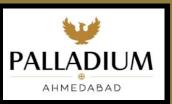
# The Luxury Retail Destination of Gujarat – Gates Opened on 26 February 2023

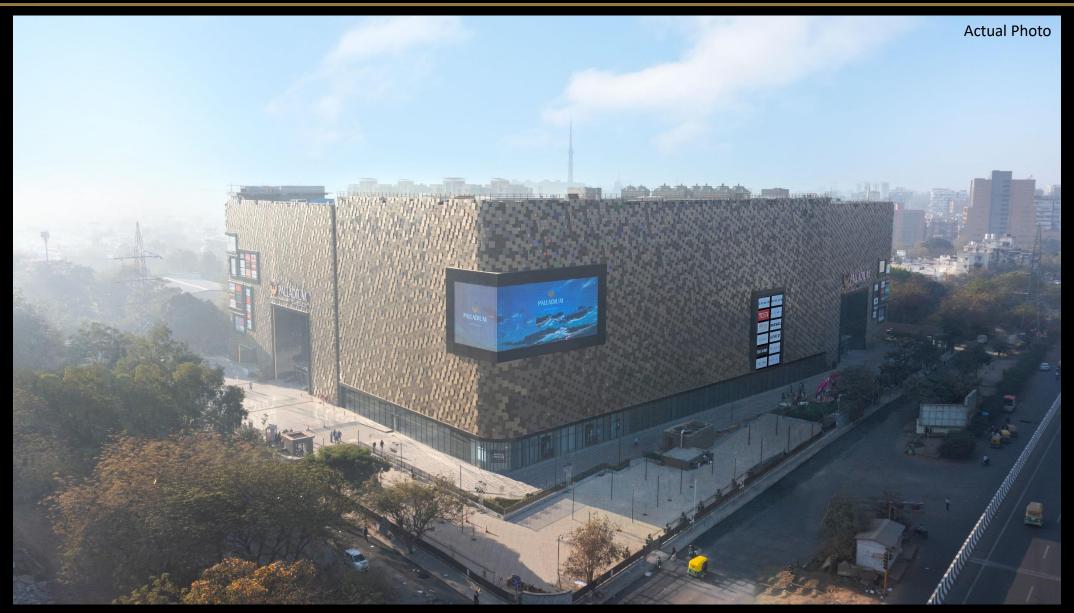






## Unveiling Gujarat's newest luxury shopping destination

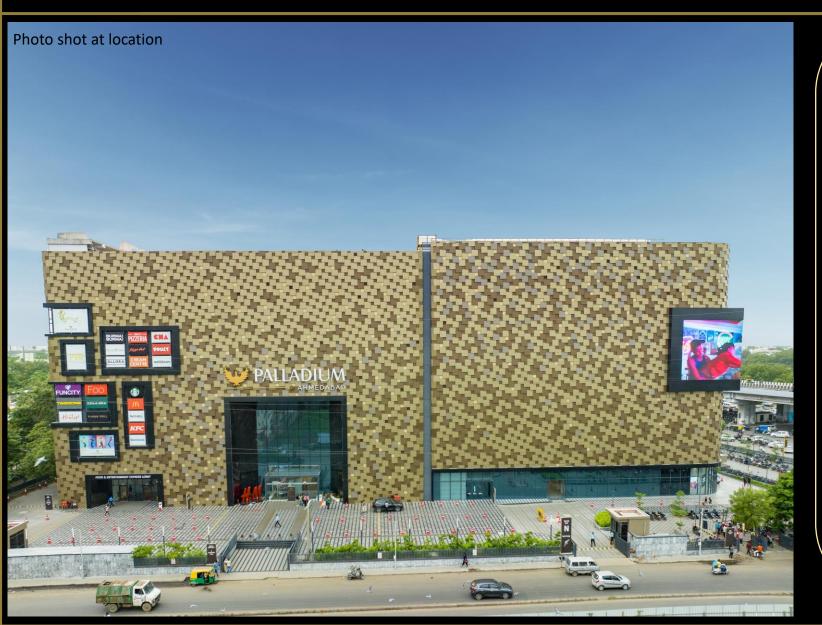






## **Timeless luxury at Phoenix Palladium Ahmedabad**





- Consumption hub in the heart of the City - located on SG highway.
- Over 250 national and international brands.
- Over 35 luxury brands like TUMI, Michael Kors, Kate Spade, Coach etc. for the first time in Ahmedabad.
- 50 exquisite dining options spread over two floors.
- 9 screen state of the art PVR multiplex.
- Entertainment venues such as Fun City & Time Zone.
- Unique color changing façade and engaging interior décor and art installations.



## Our offering to Gujarat's discerning shoppers







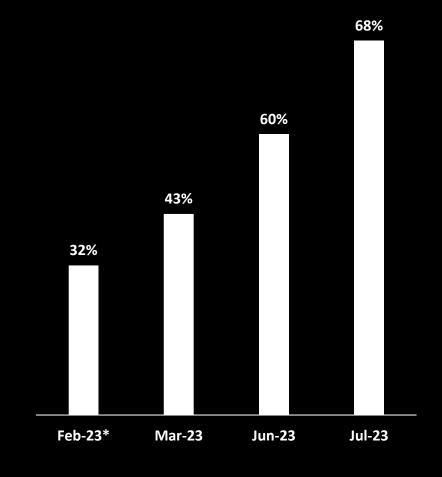


## **Performance Update**





## Ramp up in Trading Occupancy





## Alipore, Kolkata: East India's retail destination – Excavation commenced





## Surat – our 2nd retail destination in Gujarat



- ✓ Land parcel of ~ 7 acres acquired at a land cost of ~Rs. 501 cr (incl stamp duty).
- ✓ Planned Retail GLA of ~1msf
- ✓ Located at the Citylight Junction, Udhana Magdalla Road.
- ✓ Serves prominent residential catchment, and also fast emerging residential hubs.

## **Project Status:**

- ✓ In final stages of approval building plans submitted for approval
- ✓ Consultants for various work streams onboarded (Architechtural design, MEP, Structural, Soil Investigation and Diaphragm wall Structural design)



## City Center Retail Destination – Life Cycle of Yield on Total Capital Employed

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## Flagship Asset

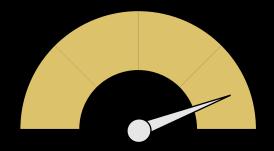
**Operational since early 2000s** 

Operational Asset Level
Gross Block

Rs 891 Cr

Operational Asset Level EBITDA

**Rs 393 Cr** 



Yield on Asset - 40%+

## MarketCity Portfolio

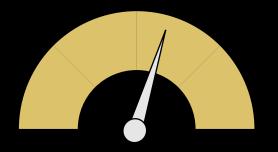
**Operational since early 2013** 

Operational Asset Level Gross Block

Rs 3,149 Cr

Operational Asset Level EBITDA

**Rs 714 Cr** 



Yield on Asset - 22%+

PMC Bangalore PMC Pune PMC Mumbai PMC Chennai

**New Age Asset** 

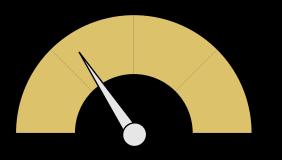
Phoenix Palassio - Operational since FY21

Operational Asset Level Gross Block

**Rs 830 Cr** 

Operational Asset Level EBITDA

**Rs 122 Cr** 



Yield on Asset – 15%

Phoenix Palassio, Lucknow

Phoenix Palladium, Mumbai



## **Retail target cities beyond 2027**

## **Priority Cities Under early evaluation** Nagpur Vishakapatnam Chandigarh Jaipur Navi Mumbai NCR Goa Coimbatore Trivandrum Cochin Hyderabad Thane and Varanasi



## **Residential Development**





## **Update on other projects: Residential & Warehousing**

## Residential



## HIDCO, Alipore

- ✓ Won auction for 5.5 acres prime land parcel
- ✓ Land cost of ~Rs. 414 cr
- ✓ Saleable area of ~1 msft

## **Project Status:**

- ✓ Height Clearance and ULC Clearance received
- ✓ Design and liaison architect appointed
- ✓ Fencing work complete

## Warehousing



## Sohna, NCR

- ✓ Acquired 33 acres land parcel
- ✓ Land cost of ~Rs. 54 cr
- ✓ GLA of ~1 msft

### **Project Status:**

- ✓ All NOCs received including road access permission
- ✓ Land development work at site has commenced.
- ✓ Architectural & Structural Design, Traffic and CLUConsultants onboarded.

# **Sustainability Initiatives**



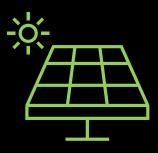
## **Environment conscious efforts implemented**



25% energy consumption of the retail portfolio through renewable sources in FY 23



EV Charging Stations installed across retail portfolio



Offsite renewable energy plants For 5 of the assets in the portfolio



Professional Vendors for dry waste management



Zero Liquid discharge facilities STP installed at all facilities Efficient water fixtures installed



Organic Waste
Converters installed for
wet waste management



## **Environment conscious efforts implemented – Renewable Energy**



16,512 tCO2e REDUCTION

~17 mn
UNITS OF SOLAR ENERGY
PROCURED

~89%
FY23 ENERGY NEED MET
THROUGH SOLAR

~273,027 TREE SAPLINGS
OVER 10 YEARS\*
REDUCTION EQUIVALENT TO
TREES PLANTED

\*Based on US Environment Protection Agency Estimates

**Phoenix MarketCity Bangalore** 



## **Environment conscious efforts implemented – Renewable Energy**



6,636 tCO2e
REDUCTION

~7 mn
UNITS OF SOLAR ENERGY
PROCURED

~52%
FY23 ENERGY NEED MET
THROUGH SOLAR

~109,727 TREE SAPLINGS
OVER 10 YEARS\*
REDUCTION EQUIVALENT TO
TREES PLANTED

\*Based on US Environment Protection Agency Estimates

**Phoenix MarketCity Pune** 



## **Environment conscious efforts implemented – Renewable Energy**



3,766 tCO2e REDUCTION

~4 mn
UNITS OF SOLAR ENERGY
PROCURED

~24%
FY23 ENERGY NEED MET
THROUGH SOLAR

~62,271 TREE SAPLINGS
OVER 10 YEARS\*
REDUCTION EQUIVALENT TO
TREES PLANTED

\*Based on US Environment Protection Agency Estimates

**Phoenix MarketCity Mumbai** 



## **Environment conscious efforts underway**

# ~50% of the portfolio to be USGBC LEED Certified by 2027

Retail Assets	Target Certification
Phoenix Mall of the Millennium, Pune	USGBC LEED Gold
Phoenix Mall of Asia, Bangalore	
Retail Development, Kolkata	
PMC Bangalore (Operational)	
Phoenix Citadel Indore (Operational)	USGBC LEED GOLD - ACHIEVED
Commercial Offices	Target Certification
Project Rise, Mumbai	USGBC LEED Platinum (Pre- certification achieved) WELL Gold
Phoenix Asia Towers, Bangalore	USGBC LEED Platinum, WELL Gold
Phoenix Millenium Towers, Pune	
ISML Offices, Bangalore	
Across operational retail assets	Target Certification
IFC EDGE Advanced achieved for Phoenix Citadel Indore IFC EDGE and USGBC LEED Certification under evaluation	

## **Studies underway**





Operational Mall: Decarbonization Study

Under Construction
Asset: Carbon Footprint
Reduction Study

## **Proposals under evaluation**



Ramp up in use of renewable energy



## **CSR at Phoenix - Cherishing our Environment and Society**

# India's most prolific Water Conservation Initiative through:



62

**CHECK DAMS BUILT IN FY23** 

~ Rs. 2,000 cr

ANNUAL NET EARNINGS
OF THE VILLAGES IMPACTED IN FY23

~ 822

~ 13 lakh

VILLAGES IMPACTED

LIVES TRANSFORMED



**Education of Tribal Girls** 



**Support to Farmers** 



**Recharging Ground Water Table** 



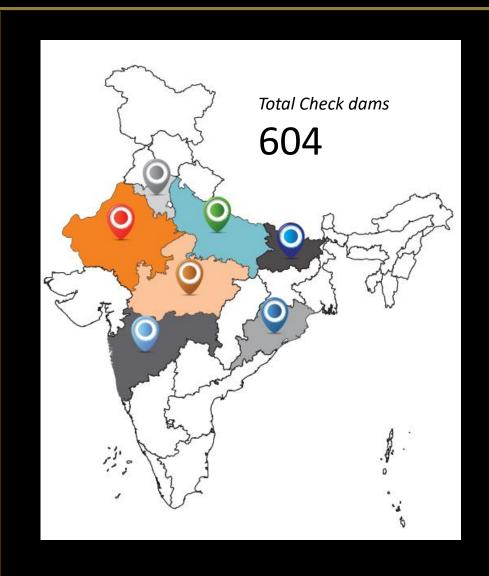
Well-being of Women



## **CSR** at Phoenix - Cherishing our Environment and Society

## Why Check Dams?

- 1 Arrest Surface runoff and recharge ground water
- 2 Rejuvenate the ecology
- Safeguard the area from droughts
- Increase crop growing potential
- Impact: Multiple harvests, financial independence for the community



## Buddha Buddhi Village, Bihar



Before: Income of ~Rs. 3 cr



After: Income of ~Rs. 24 cr

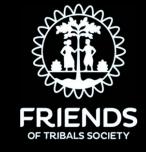


## **CSR at Phoenix - Cherishing our Environment and Society**

## **Select Collaborative Efforts over the years**









Apna Ghar
Provides medical care
and rehabilitation

services

Gram Mangal
Provides quality
education to students

from rural and tribal areas of Maharashtra.

Friends of Tribals Society

Upliftment of tribals – Education, Medical, Welfare

Ramkrishna
Mission
Shilpamandira

Providing technical education

1,700

INDIVIDUALS WHO
BENEFITTED FROM
EXPANSION OF RESIDENTIAL
FACILITY

550

STUDENTS BENEFITTED

15,824

**SCHOOLS BENEFITTED** 

510

STUDENTS BENEFITTED

2,200

SCHOLARSHIPS AWARDED TO STUDENTS



## **Empowering inclusion**



Ishaara (PML owned F&B restaurant) Awarded for 'Best Employer for Persons with Disability' by The National Society for Equal Opportunities for the Handicapped.

55

Differently Abled Employees

**5**X
Increase in Differently Abled Employees vis-à-vis FY23

# Special training:

Life skills Language skills Soft skills Etiquette



## **Empowering development and gender diversity**

24

Long service awards across the company

## Over 7 years

Tenure of Senior Leadership in the company

~16%

Female Employees in the workforce

13%

Women part of Senior Leadership



Women's Day Celebration at The Phoenix Mills Limited



## Adding Pillars of Governance & Experience to the Board



Mr. Atul Ruia Chairman



Mr. Shishir Shrivastava **Managing Director** 



Mr. Rajesh Kulkarni Whole Time Director & Director Projects Delivery



Mr. Rajendra Kalkar Whole Time Director & President Malls



Whole Time Director & COO

- Retail

Ms. Rashmi Sen

New Board



Mr. Amit Dabriwala Independent & Non-Executive Director



Mr. Amit Dalal Independent & Non-Executive Director



Mr. Sivaramakrishnan Iyer Independent & Non- Executive Director



Ms. Shweta Vyas Independent & Non-Executive Director



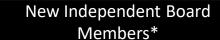
**Dr. Archana Hingorani** Independent & Non-Executive Director



Mr. Anand Khatau Independent & Non-Executive Director



Mr. Sumeet Anand Independent & Non- Executive Director





## Adding Pillars of Governance & Experience to the Board



Dr. Archana Hingorani Independent & Non-Executive Director

- ✓ Managing Partner at Siana Capital
- ✓ Three decades of experience in financial services, private equity fund investment and asset management business
- ✓ Master's Degree in Business
  Administration from the Graduate
  School of Business, University of
  Pittsburgh, USA and a Doctorate
  Degree in Philosophy from the
  Joseph M. Katz Graduate School of
  Business, University of Pittsburgh,
  USA



Mr. Anand Khatau Independent & Non-Executive Director

- ✓ MD and Senior Advisor at Julius Baer Wealth Advisors
- ✓ Three decades of experience in wealth management, investment strategies and risk management.
- ✓ Part of the team that established Merrill Lynch's Wealth Management Practice in India
- ✓ Commerce graduate from University of Mumbai and Chartered Accountant.



Mr. Sumeet Anand Independent & Non-Executive Director

- ✓ Founder of IndSight Growth
  Partners. He advises and assists top
  leadership of Fortune 500 and top
  European corporations and
  investment firms
- Received France's highest national civilian award for his contribution to the development of relations in business & industry between France and India: Chevalier de la Legion d'Honneur/ Knight of the Legion of Honour.
- ✓ Masters in Management/ Grande ecole program from HEC Paris.



Ms. Rashmi Sen Whole Time Director & COO - Retail

- Chief Operating Officer for the entire Retail business and has been with the Phoenix group since 2010.
- 25 years of rich and varied experience in developing business plans, building innovative marketing strategies, leasing, sales and business development for retail, residential and commercial asset
- ✓ MBA graduate from Jamnalal Bajaj Institute of Management Studies

