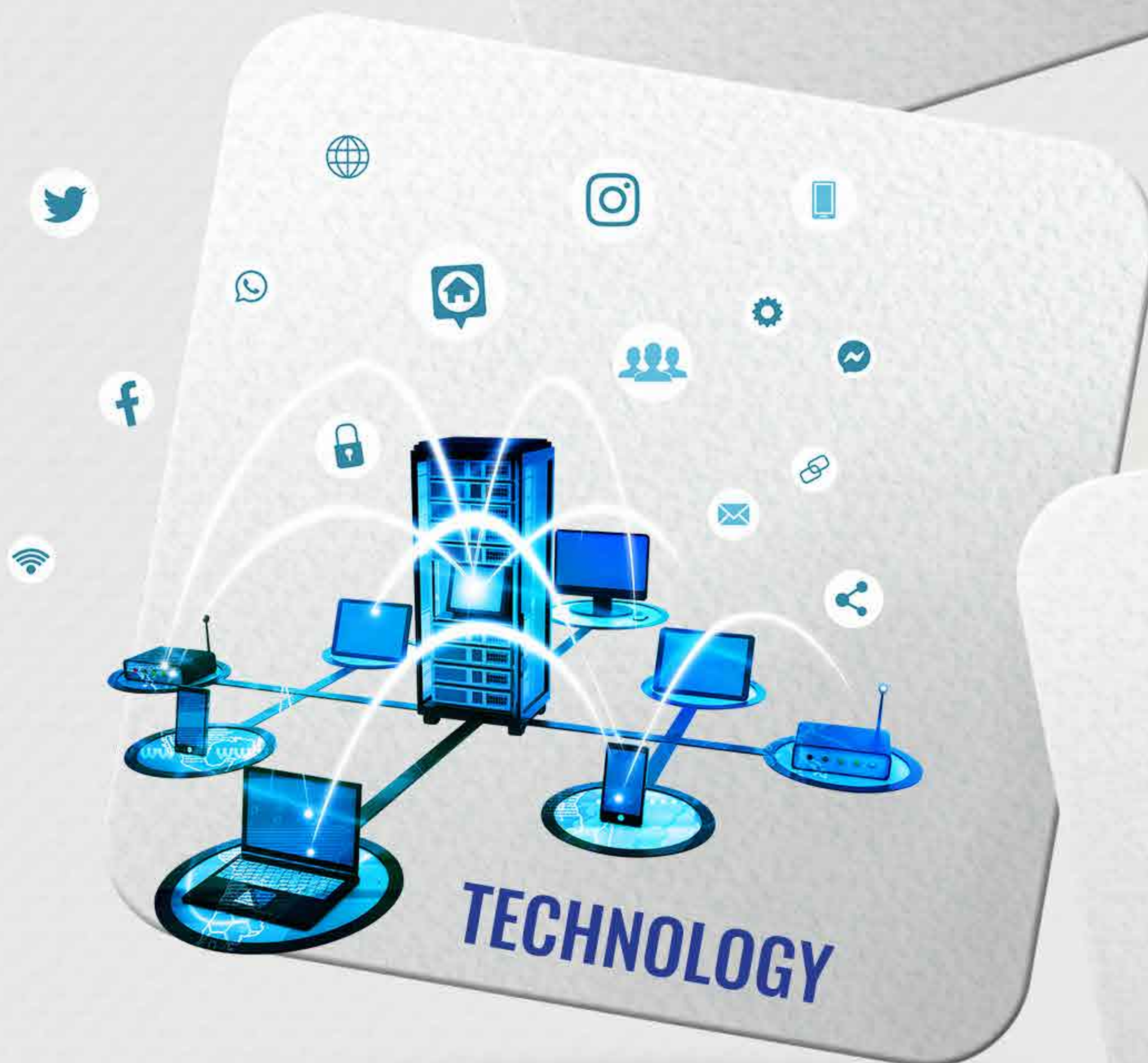


Q1 (2023-24)

PRAGATI

EDITION 26

BUILDING A LASTING INSTITUTION



AAVAS 3.0

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From the Desk of MD and CEO

Dear Team,

I hope this message finds you all in good spirits and high energy. Today, I want to share a profound lesson on Mindset that we can all embrace and apply to our lives. - **The powerful story of "The Elephant and the Rope."**

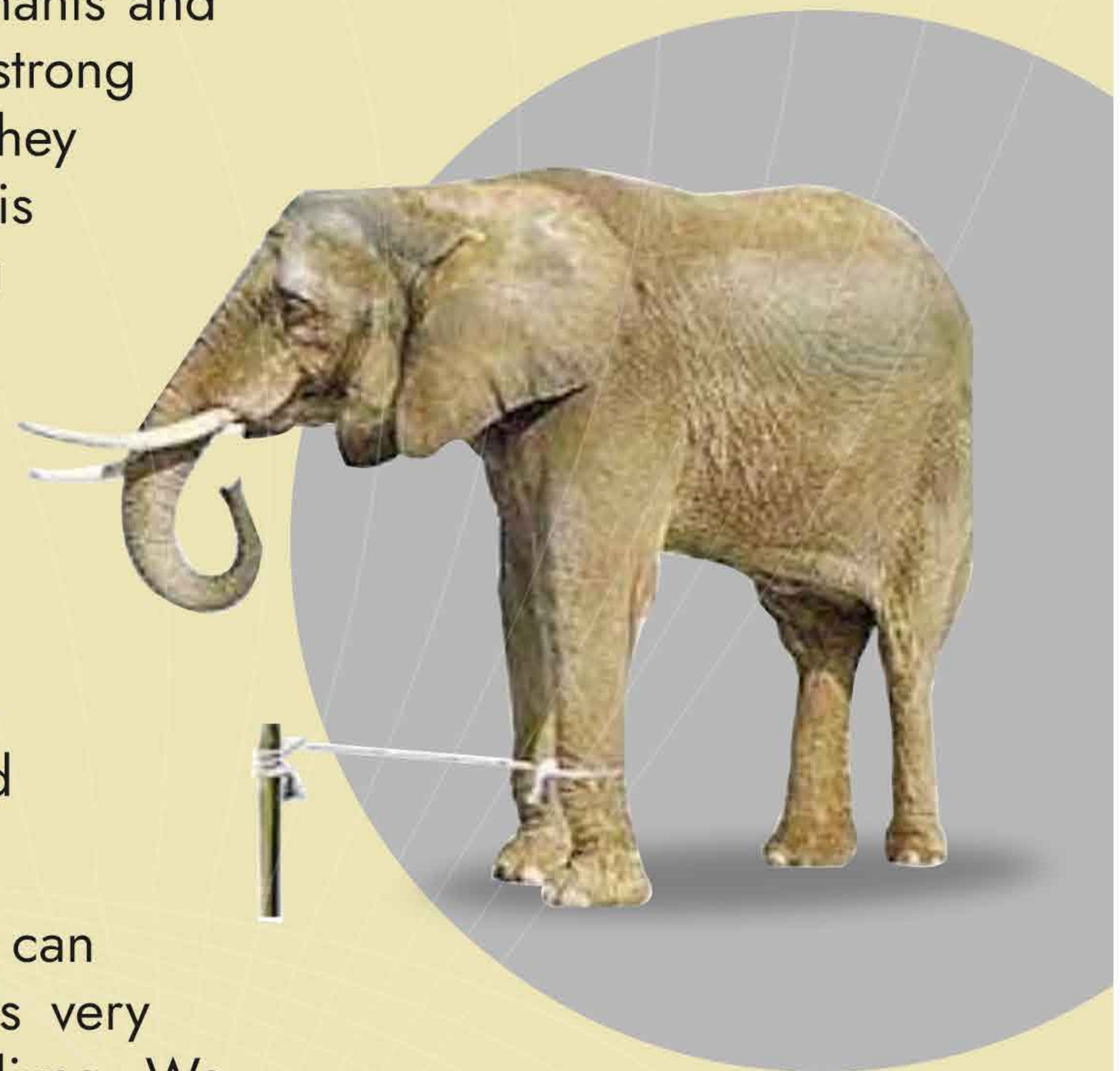
While walking around an elephant camp, a man saw that the elephants were tied with a small rope around one ankle. This puzzled him. He wondered why the elephants, which were clearly strong, didn't just break the rope and escape.

Curious, he asked a trainer about it. The trainer explained, "The same kind of rope is used for baby elephants and grown-ups. When they are small, the rope is strong enough to keep them from running away. As they grow up, they get used to the idea that the rope is too strong for them. Even though they are strong enough to break free, they believe the rope is still holding them, so they don't try to escape."

The man found this astonishing. The elephants had the power to break the rope and go free, but their belief held them back. Because they thought the rope was stronger than them, they couldn't realize their own strength and remained stuck where they were.

Isn't it fascinating how the power of the mind can shape our reality and limit our potential? This very scenario mirrors what often happens in our lives. We might face challenges or constraints, and our minds tend to dwell on self-doubt, limitations, and past failures. However, it's crucial to remember that we are not bound by our past or our perceived limitations. The message is: **You can change your mindset.** Who you were last year doesn't define who can be this year. My prayer for you is that you rise in 2023. Rise to meet all challenges. Rise above mediocrity. Rise to live the life of your dreams.

We, as a team, can achieve remarkable feats and surpassing our wildest dreams. We possess incredible skills, creativity, and dedication that can propel us towards greatness. It's time to break free from the mental ropes that hold us back and embrace a growth mindset.



A growth mindset allows us to believe in our ability to learn, adapt, and overcome any obstacle. It means embracing challenges, seeing failures as stepping stones to success, and always striving to improve and grow. With this mindset, we become like the elephant that regains its true strength and freedom by recognizing its inherent power.

As we face various challenges and opportunities in our work, let us remember the story of the elephant and the rope. Let's embrace a mindset that knows no boundaries and thrives on innovation and resilience. Let us support each other in cultivating a positive and growth-oriented environment.

Together, we can achieve extraordinary things, surpass our targets, and create a lasting impact in our industry. I have complete faith in each one of you and our collective abilities.

Let's break free from our mental constraints and unleash the true potential that lies within us. With the right mindset, we can conquer the world!

I thank you for your unwavering commitment and dedication to our organization. Your efforts and passion are the driving force behind our success. I mean it when I say that each one of you has made Aavas what it is today.

In 2023, we have embarked on an exciting new journey, **"Aavas 3.0"**, with aspirations of becoming India's largest and most trusted affordable housing finance company, putting the consumer at the heart of everything we do by leveraging people, technology, and data analytics to reach our goal of achieving **25,000 Crore AUM** by 2025.

Together with our entire Aavas Family, I look forward to executing our new growth strategy with renewed focus and energy.

God Bless.



Sachinder Bhinder

Managing Director &
Chief Executive Officer



QUARTER UPDATES

BRANCH UPDATES

102

RAJASTHAN

48

MAHARASHTRA

49

MADHYA PRADESH

44

GUJARAT

28

UTTAR PRADESH

5

DELHI

17

HARYANA

9

CHATTISGARH

9

UTTARAKHAND

3

PUNJAB

4

HIMACHAL PARDESH

6

ODISHA

24

KARNATAKA

GRAND TOTAL : 348

Extract of Standalone Unaudited Financial Highlights for the Quarter Ended June 30, 2023

PARAMETERS	Q1 FY24	REMARKS <small>(Growth YoY)</small>
AUM	14650 Cr	Up by 23%
Disbursement	1068 Cr	Down by 2%
Total Income	467 Cr	Up by 32%
NIM	278 Cr	Up by 29%
PAT	110 Cr	Up by 23%
ROA	3.16%	Maintained Above 3%
Branches	348	30 New Branches in 12 Months
GNPA (Stage 3)	1.00%	Down by 8 bps
Active Loan Accounts	192000+	Up by 21%

Q1 BEST BRANCHES

APRIL' 23



JAIPUR-JAGATPURA

8.5



BANSWARA

9.9



SAHARANPUR

10.5



CHANDAUSI

10.8

MAY' 23



**JAIPUR-KALWAR
ROAD**

8.7



**PUNE-SHIVAJI
NAGAR**

9.7



SAHARANPUR

10.7



SURAT SACHIN

9.9

JUNE' 23



**JAIPUR - RAJA
PARK**

7.6



HINJEWADI

8.5



BAGRU

9.8



VASAI

10.9

STAR BRANCH

QUARTER 1



VASAI

9.9

NEW JOINEES



FEROZE BALSARA

JAIPUR MANSAROVAR OFFICE | CHIEF OF STAFF



AMIT SUNIL KHANIWALE

JAIPUR MANSAROVAR OFFICE | ZONAL CREDIT HEAD



SANTOSH SHUKLA

JAIPUR MANSAROVAR OFFICE | ZONAL HEAD



RASHMI AMEY DESHPANDE

MUMBAI THANE | ZONAL HEAD



KARAN ARJUN HOJAGE

MUMBAI THANE | STATE HEAD



IMTIYAZ REZA SHAIKH

MUMBAI THANE | STATE HEAD



FIROZA ABDUL WAHAB PANDROWALA

MUMBAI BORIVALI | STATE HEAD



MAYANK JAIN

DELHI RAJENDRA PLACE | STATE HEAD

COLLECTION AND LEGAL RECOVERY MEET

The Collection and Legal Recovery Meet took place from 22nd to 24th April 2023 in Pattaya, Thailand, with 113 attendees, including Mr. Surendra Sihag, Chief Collection Officer. The agenda encompassed reviewing the Hits and Misses of the previous fiscal year (2022-23) and formulating a strategic plan. Additionally, new targets and goals were set for the upcoming fiscal year 2023-24. The meet also recognized team members for their efforts in collection and legal recovery by presenting them with appreciation trophies.



AAVAS 3.0

STRATEGY MEET (2023-24)

The Aavas 3.0, Strategy Meet 2023-24 was held at Panjim, Goa in continuation of our journey of becoming India's most respected Affordable Housing Finance business. During the meet, the primary discussions centered around vital pillars including capital, human resources, underwriting, collections, analytics, and technology, recognized as the cornerstones of growth.

The strategy meet was graced by the entire leadership team, united under one roof, fostering collaborative interactions, the exchange of ideas, and fruitful brainstorming sessions. Renowned motivational speaker, Mr. Sonu Sharma, captivated minds with insights, and the evening came alive with the enchanting voice of Mr. Aditya Narayan.

With a resolute vision for expanding our market presence, seamlessly integrating technology, and unwaveringly focusing on customer needs, we embraced a promising future for AAVAS 3.0.





LEARNING AND DEVELOPMENT

'GATI' SALESFORCE

Institution-wide User Onboarding and Training Drive



Hanumangarh

To meet evolving business requirements, improve efficiency and deliver superior customer experience, the Aavas Management team kick-started **'Project Gati on Salesforce Platform'** on April-22 with the aim of holistically transforming our **Loan Origination journey** by leveraging best-in-class technology solutions.

'Gati' Salesforce system Pilot was launched on 23rd January-23 across eight high-performing branches covering 700+ users. Basis the performance of the system during the Pilot Phase, Aavas Leadership decided

to go ahead with the PAN India roll-out of the system starting April-23.

To enable a smooth transition and onboarding of all users on the new system, an institution-wide Gati-Salesforce system **Training and Activation drive** was launched on March-23.

The support structure of **40 Gati-Salesforce Training Champions** was created through the collaboration of the **Learning & Development Team**, **Product & Distribution Team**, and **SaFE Team**. Training Champions were centrally supported by **Project Team** and **15 Tech/Functional FPRs from the Gati War room** for bridging knowledge gaps and resolving any technology-related issues incurred during branch training.



Narnaul



Ratangarh

Under the guidance of the senior team and with the tremendous efforts of Training Champions, **320+ Branches** were covered through Physical Training sessions in just 20 days. All internal functional users from the Sales, Credit, Legal, Technical, RCU, and Operation teams were trained. User training is done through actual loan application login and live demonstration of End 2 End file processing in the Gati-Salesforce system. The branch level Training effort was further supported by virtual training sessions and Webinars conducted by the Gati War Room team. **2000+** loan applications logged in by users in the Gati Salesforce system during the training period; credit action initiated on **1300+ files**.

The seamless execution of Training and Activation Drive pan India led to the **Big-bang launch of the Salesforce LOS** solution across **340+ branches and 7500+ users on 3rd April-23**.

Post Launch, Salesforce LOS training has been included as part of the employee induction & onboarding program module, where new joiners are acquainted with the new system from Day-1. The team of Training Champions continues to support branches in processing applications in live systems as and when required.

We now have a **scalable** and **integrated** LOS Platform to support future business growth and we have become a **Digital First, technologically advanced Financial Institution**.



Himmat Nagar

LEVEL UP: MANAGEMENT DEVELOPMENT PROGRAM (BRANCH HEAD / BSMs)

Branch Heads & BSMs play a very critical role and to empower and equip them with the right skills and competencies, a special training program **“Level Up”** was designed & rolled out. LevelUp is a two days experiential & interactive workshop, which has been specifically designed for Aavas BHs/BSMs and seeks to enhance skills needed for them to drive productivity in their respective teams/branches.

The First LevelUp series of workshops was organized for Karnataka region: on 14th-15th June at Hotel Lords Eco Inn at Bengaluru, where 38 BHs/BSMs were trained & the next session was at Hubli at Hotel Naveen on 16th-17th June where 18 BHs/BSMs were trained.

The focus of the workshop was to enhance the skills of participants on how to drive input parameters like lead generation, creating a pipeline through various sourcing methods, conducting OJTs(On-the-Job Trainings) to develop team members (ROs), conduct effective morning huddles to drive productivity & deliver developmental feedback.

It is expected that these workshops will have the desired positive impact on the productivity of the Karnataka region.

Due to the positive feedback & impact, similar workshops are being planned at other states too. L&D team will continue to plan & deliver such learning interventions for enhancing managerial & leadership skills of employees leading to Organizational growth & development.



CORPORATE SOCIAL RESPONSIBILITY

Rural Development & Community Development



Gram Siddhi Project, an initiative by Aavas Foundation, empowers rural women by addressing barriers to opportunities. The program aims to create 30 women entrepreneurs in 30 villages of Jaipur district. Training includes Textile & Designing, Handicrafts, Farming, and Education-based projects. It focuses on technical and life skills, health, and nutrition. The goal is to empower these women as leaders in their villages, known as Gram Siddhi Women "Sakhis." Aavas Foundation aims to break

the cycle of limited opportunities and create transformative impact in rural communities by equipping women with skills and support.



Health Care & Wellness

Solar Plant for Healthcare



Solar power in healthcare facilities saves costs, and improves availability and quality of healthcare, especially in remote areas. It allows for reinvestment in critical health programs and contributes to universal health coverage. The recent inauguration of an 80 KW solar plant at Prakartik Chikitsaiya in Jaipur marks a significant milestone. Aavas Financiers and HECARDS organized the event, with the presence of Dr. Subhash Garg, the Minister of AYUSH, and Smt. Archana Sharma,

Chairperson of the Social Welfare Board. Aavas Financiers Ltd. plays a crucial role in this project, aligning with sustainability goals and benefiting society and the environment. The installation of solar panels has already improved the infrastructure of Prakartik Chikitsalya and will continue to be vital in upcoming projects.

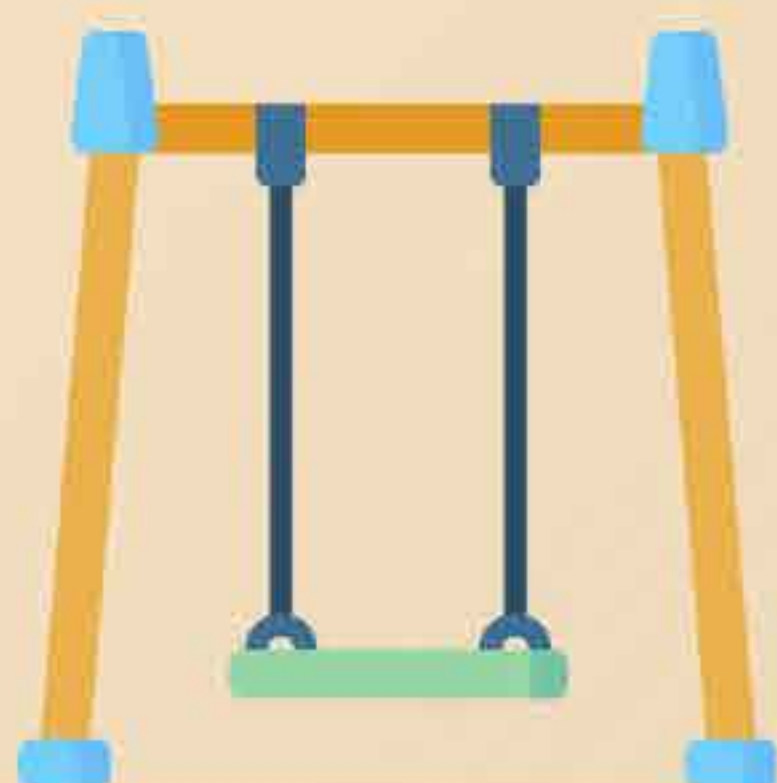


Education & Holistic Development

Developing Amer Stadium with Sports Equipment



The Aavas Sports Stadium, developed by the Aavas Foundation, was inaugurated on May 16, 2023, by Dr. Satish Punia, an esteemed Member of the Legislative Assembly of Rajasthan. It represents the foundation's dedication to sports and education. The stadium features a sports complex with a basketball court, running track, swings, and sports equipment. Additionally, 500 saplings have been planted to enhance the green surroundings. The foundation believes in using sports to foster lifelong learning, character development, and leadership skills among Indian youth. Our aim is to cultivate well-rounded individuals who will contribute to their communities and the country. We also strive to provide opportunities for talented individuals to showcase their skills and become future champions, contributing to a brighter future for our nation.



The background is a solid green color with faint, stylized leaf patterns in a slightly darker shade of green. The leaves are arranged in a way that suggests a natural, organic growth pattern.

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

GREEN INDIA DRIVE

Aavas, in collaboration with IFC and EDGE, organized Green India Drive Seminars to promote a greener built environment. These seminars aimed to engage key stakeholders such as policymakers, regulators, universities, developers, builders, architects, banks, and financial institutions. The theme of the seminars was 'Leading to Greener India: Context, Challenges, and Opportunities.' Two seminars were held in Delhi and Mumbai, with over 600 stakeholders participating. During the drive, NHB MD Mr. Sarda Kumar Hota honoured green home customers. In a groundbreaking collaboration with IFC and EDGE, Aavas achieved international recognition by

certifying 100 Green Self-built Homes, marking a significant milestone and setting a global precedent.

In a groundbreaking collaboration with IFC and EDGE, Aavas achieved international recognition by certifying 100 Green Self-built Homes, marking a significant milestone and setting a global precedent.



MARKET RESEARCH REPORT

We proudly unveiled the national launch of our Market Research Report on the 'Business Case for Affordable Green Housing in India,' shedding light on the economic benefits and viability of sustainable housing solutions.



Market Research Report on
Business Case for Affordable
Green Housing Finance
in India



100 GREEN HOMES

In a groundbreaking collaboration with IFC and EDGE, Aavas achieved international recognition by certifying 100 Green Self-built Homes, marking a significant milestone and setting a global precedent.



100 Internationally
Certified Self-built
Green Homes

GREEN SAMVAAD

The Company hosts 'Green Samvaad' Workshops to promote Green Home Awareness among suppliers and strengthen the supplier ecosystem for eco-friendly self-built homes. Recently, we organized two workshops in Raipur and Bengaluru, with over 120 participants from the supplier community, including builders, masons, contractors, architects, and developers.



IFC STUDY TOUR

Aavas and IFC organized a study tour for DBH Finance Co. from Bangladesh. The two-day event included presentations and discussions on various topics like business, risk management, credit assessment, technical aspects, legal considerations, and data analytics. The program aimed to promote knowledge sharing, collaboration, and industry learning.



EMPLOYEE ENGAGEMENT

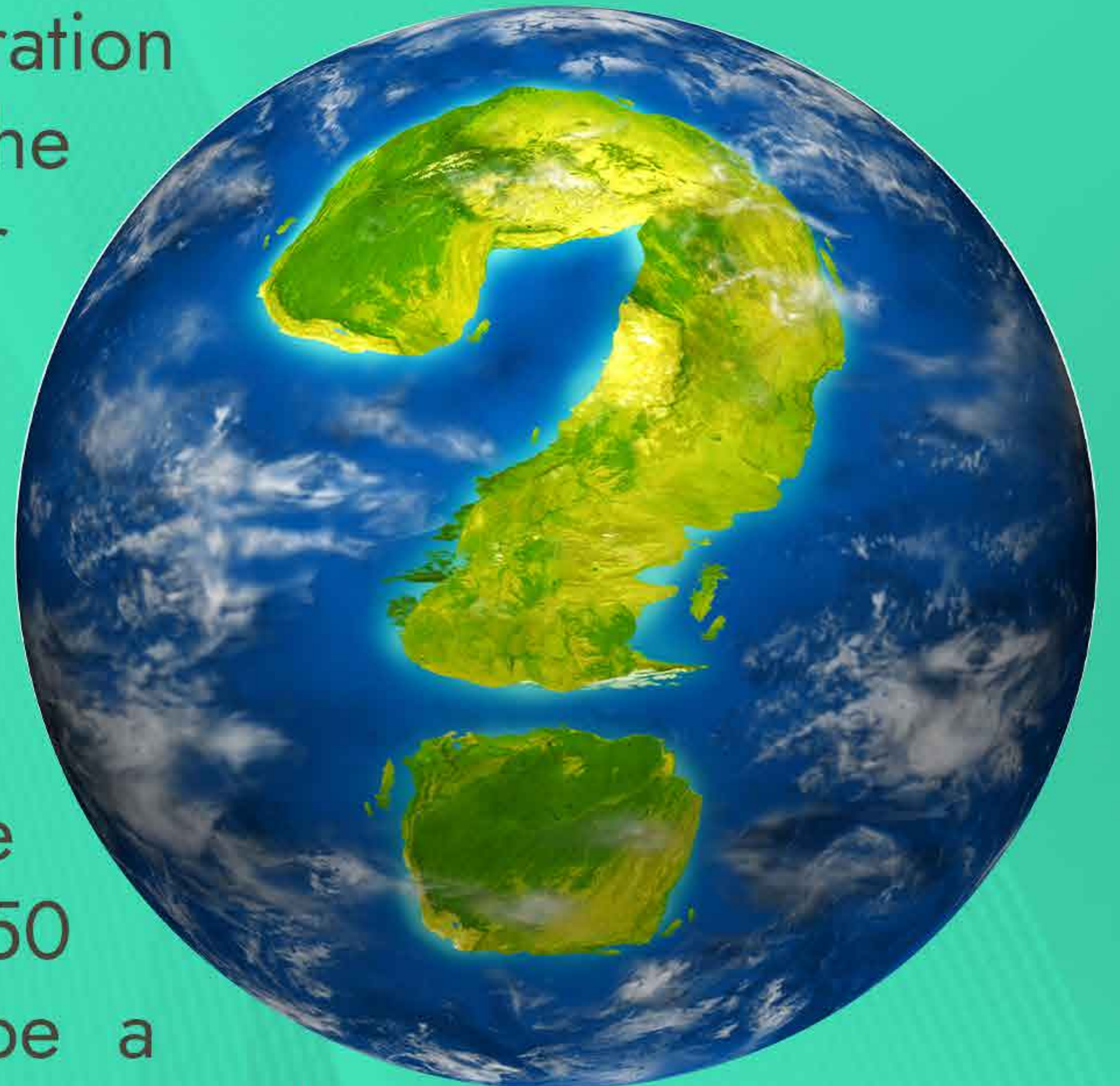
Health Check-up Camp

As a progressive organization, Aavas cares deeply about the well-being of everyone in society. Recognizing the importance of employees as valuable assets, we organized a Health Checkup camp at our H.O. traditional building. On 12th April, we hosted the camp at our traditional Cafeteria, featuring a panel of doctors including general physicians, dermatologists, dentists, nutritionists, and gynecologists. A total of 180 employees participated and benefited from free ECG, sugar, BP tests, and general medicine provided. We collaborated with Mahatma Gandhi Hospital for this initiative, ensuring the health and safety of our employees in the face of COVID-19.



World Earth Day Quiz

Earth Day is an annual global celebration dedicated to preserving our planet. The official theme for 2023 was "Invest in Our Planet," emphasizing the significance of adopting sustainable practices. In line with this theme, we organized an engaging quiz for our employees, aligning with the spirit of Earth Day. The quiz consisted of three parts, and we were thrilled to have the participation of over 350 employees. The event turned out to be a tremendous success, generating excitement and awareness about environmental conservation.



Here is the winners' list:



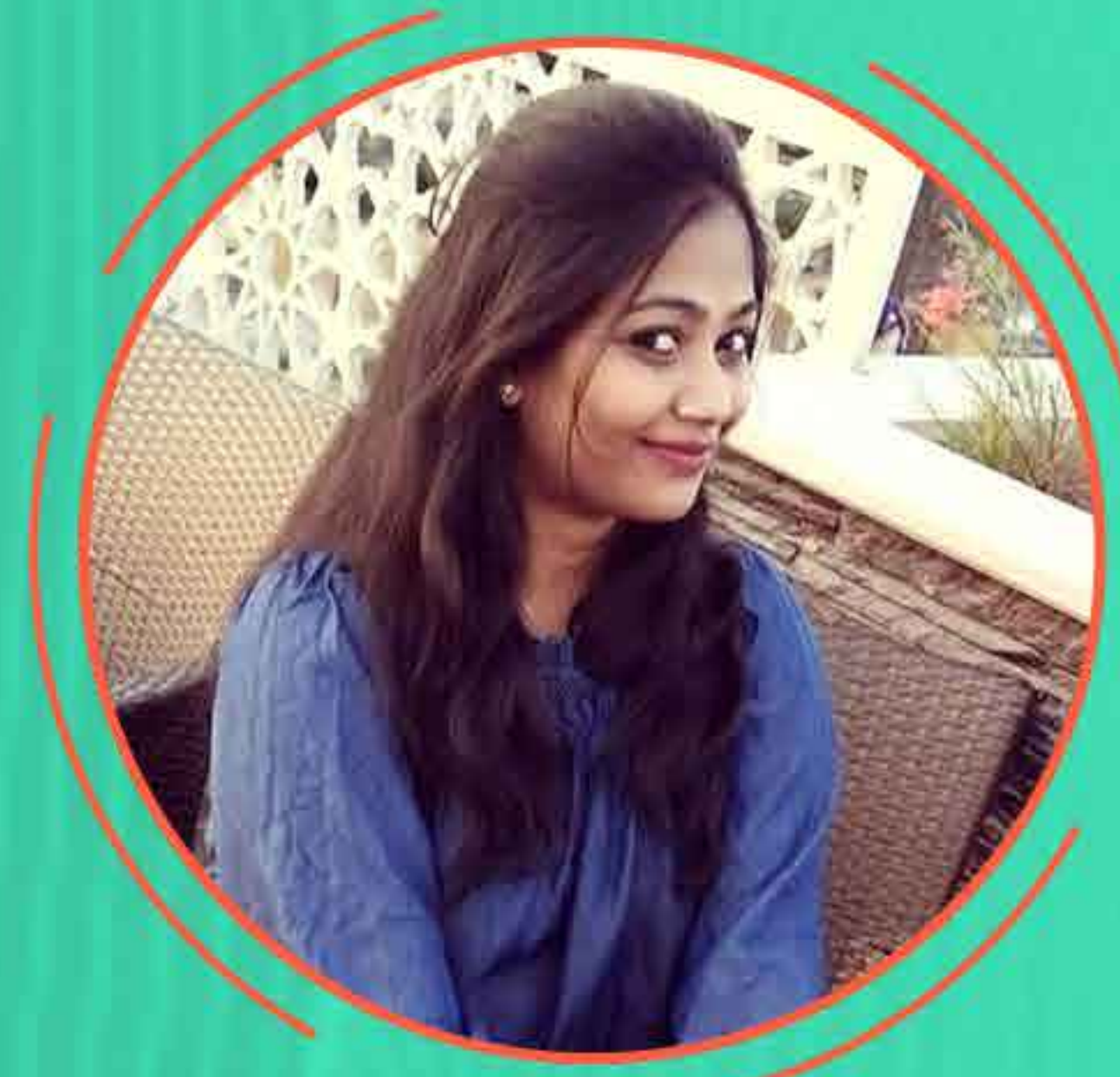
HIMANSHU JAIN

AUDIT



CHARU AGARWAL

COMPLIANCE



ABHILASHA KOTHIWAL

AUDIT

Here is the winners' list:



KRITIKA

**STRATEGY-PRODUCT
& DISTRIBUTION**



VRITIKA CHANDEL

HUMAN RESOURCE



SANDEEP

CUSTOMER SERVICE



PUKHRAJ JANGID

CUSTOMER SERVICE



JAGPRIT SINGH

CREDIT



SANDRA PAUL

OPERATIONS

Harnessing Creativity: Best Out-of-Waste Challenge

Best out-of-waste refers to the innovative and attractive creation of something valuable from materials that would otherwise be discarded. Recycling and upcycling not only reduce carbon footprints but also conserve energy, minimize greenhouse gas emissions, and sustain the environment for future generations. To celebrate World Environment Day, we organized a best out-of-waste challenge for our employees' kids, receiving an overwhelming response.

Here is the winners' list:



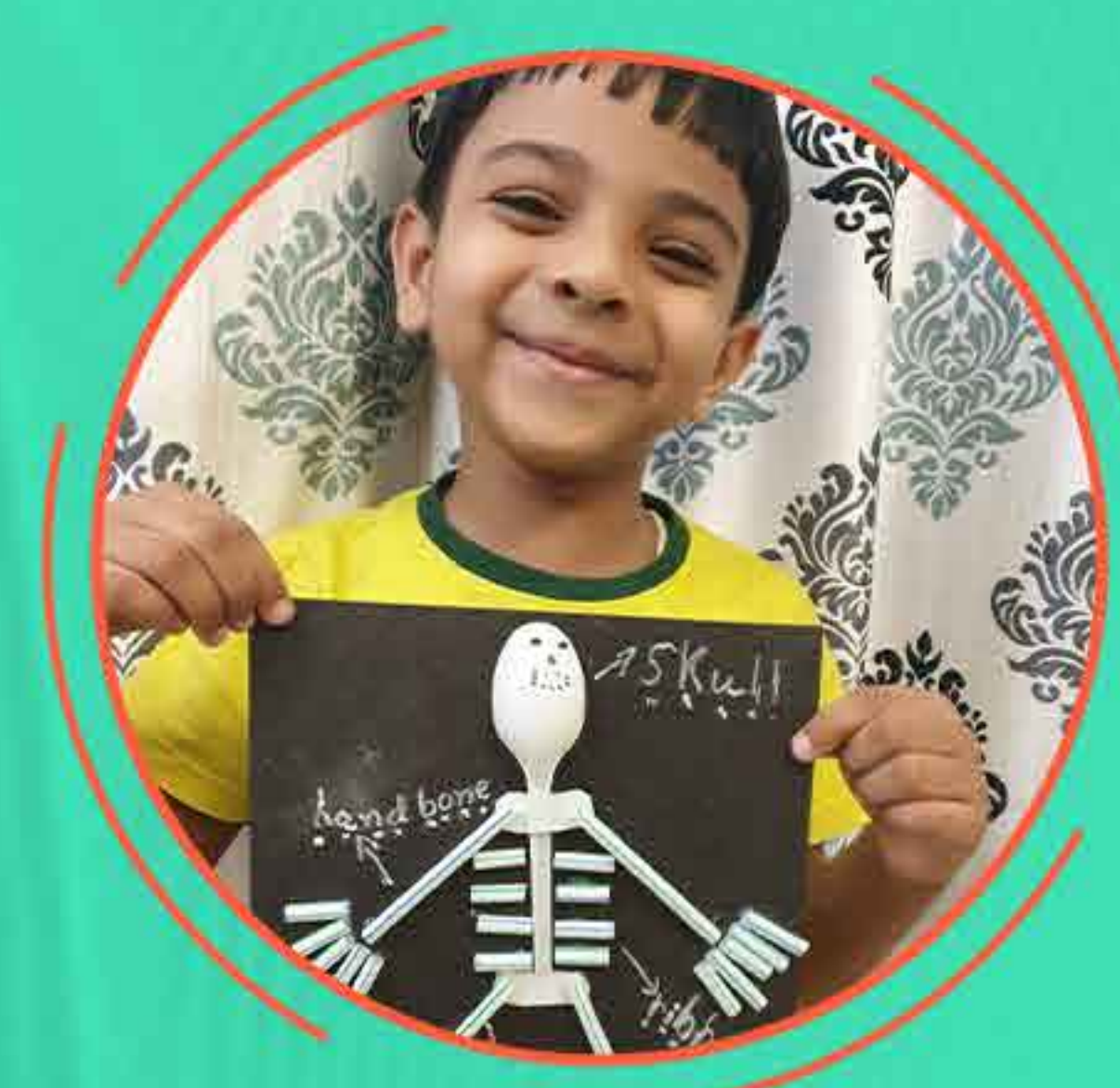
SATISH KUMAR GUPTA

SALES



JITENDRA DAYMA

ACCOUNTS



HIMANSHU BANSAL

TECHNICAL



MAHESH SHAKKARWAL

ADMIN



VED PAREEK

**STRATEGY-PRODUCT
& DISTRIBUTION**

Green Home Quiz

Promoting Green Homes and Environmental Awareness

Aavas Financiers, not only fulfilling the dreams of homeowners but also dedicated to the betterment of society and the environment, proudly introduced the "Green Home" project. This initiative focuses on sustainable construction practices, combating global warming. To raise awareness among our employees, we conducted a quiz, with around 200 participants.

Here is the winners' list:



MANISHA KOTHARI

MARKETING



HIMANSHU BANSAL

TECHNICAL



YOGESH KUMAR JAYANT

SALES



ALISHA AGRAWAL

LEARNING & DEVELOPMENT

Here is the winners' list:



AAYUSH JAIN

COMPLIANCE



SONAL KHOTANI

BUDGET & FINANCE



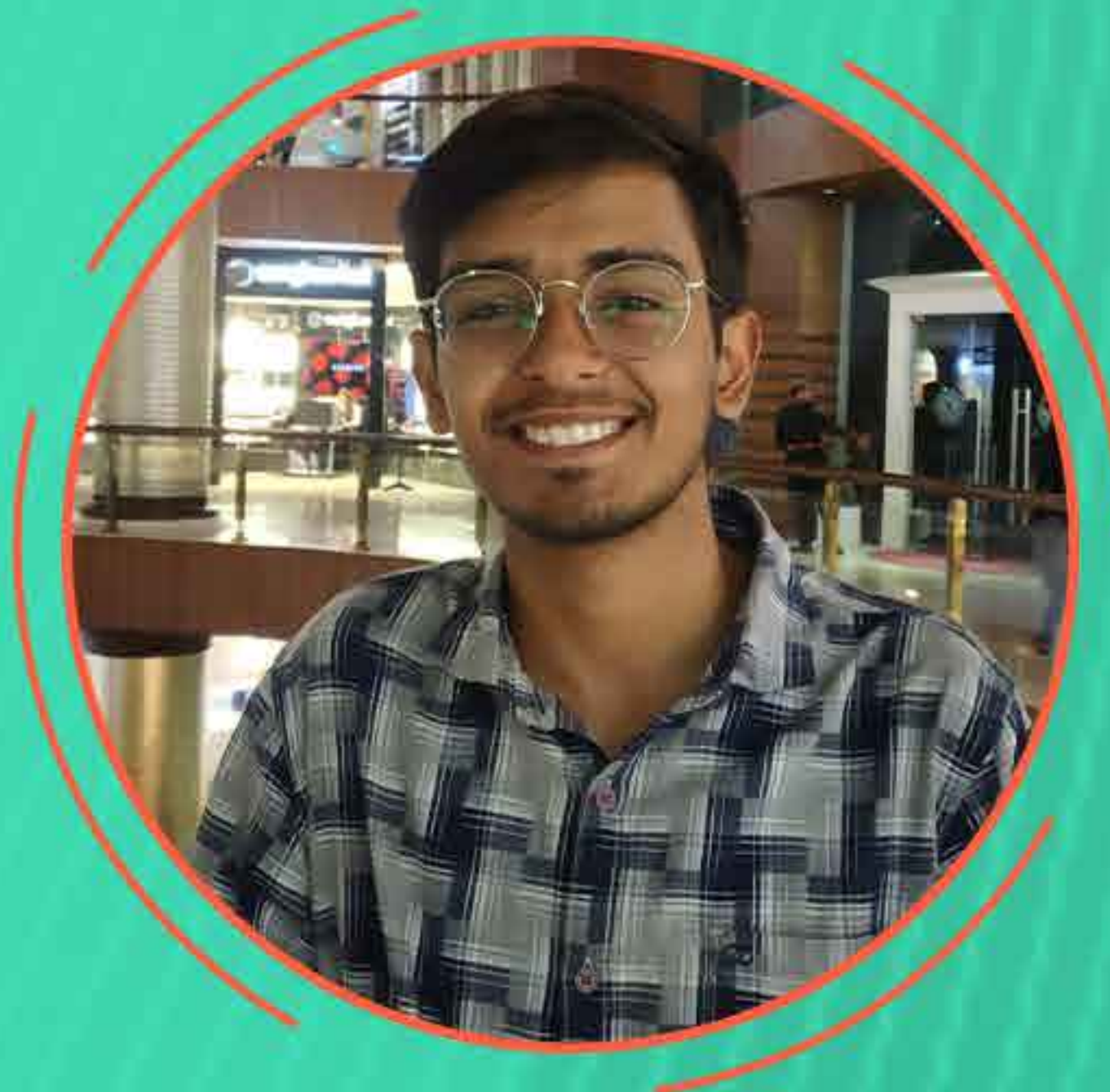
CHITRASEN KUNTAL

TECHNICAL



HIMANSHU BHARDWAJ

TECHNICAL



AMAN SHARMA

INFORMATION TECHNOLOGY

Inspiring Change Through Poster Making: Environment Day Challenge

Environment Day posters serve as powerful tools to raise awareness about environmental issues, inspire action, and promote sustainable living. Protecting our environment forms the foundation for a sustainable planet, thriving communities, and a robust economy. It is vital for every individual to actively protect and preserve our environment. To foster awareness, Aavas Financiers organized a poster-making challenge, inviting participants to create impactful posters with slogans that encourage environmental preservation.

Here is the winners' list:



PANKAJ KUMAWAT

HUMAN RESOURCE



HIMANSHU BANSAL

TECHNICAL



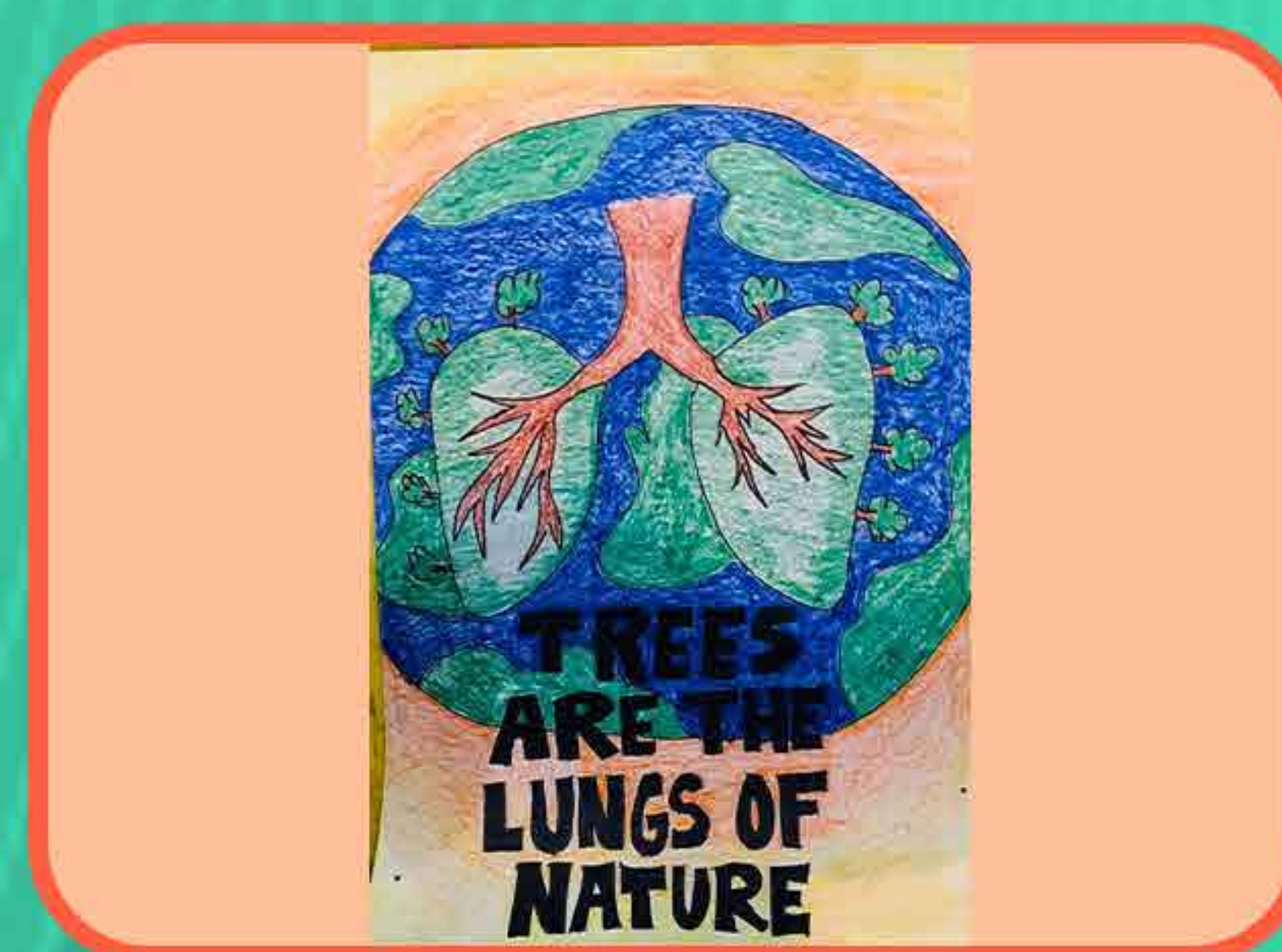
BHARTI AGARWAL

CREDIT RETENTION



SWAPNIL SAHARE

IT



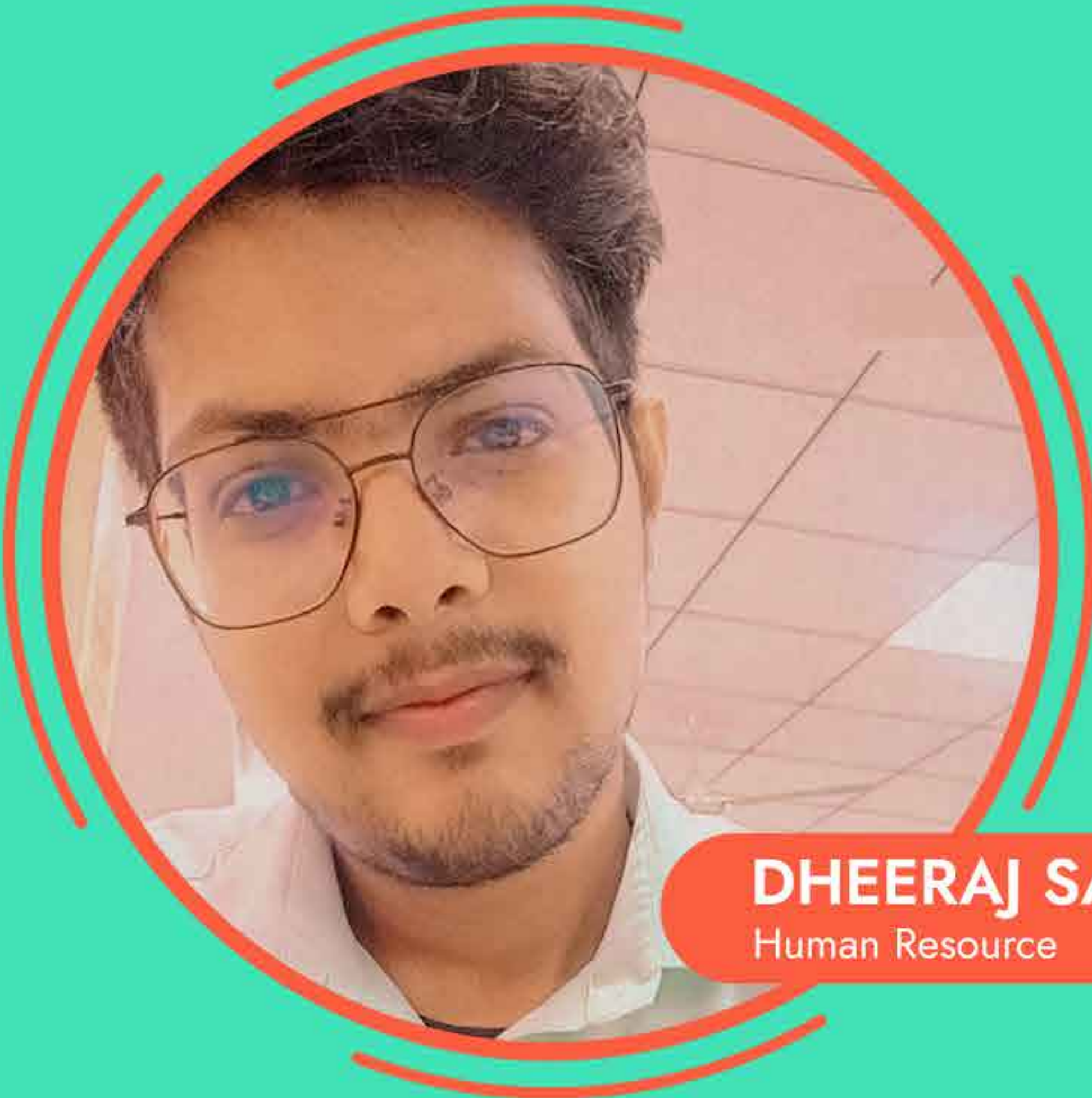
VIJENDRA SINGH

CASH MANAGEMENT SYSTEM

Mother's Day - बचपन की याद, माँ के साथ

God couldn't be everywhere and therefore he made mothers. To celebrate Mother's Day, we organized a special activity for our employees - baking a cake with their moms, as a gesture of love and appreciation. This activity allowed them to spend quality time with their moms, creating cherished moments and beautiful memories. We received wonderful videos capturing these heartfelt moments. Now, it's time to announce the winners of this heartwarming event.

Here is the winners' list:



DHEERAJ SAINI
Human Resource



MOHAN CHOUDHARY
Customer Service



KAJAL SHARMA
Human Resource



Celebrating Superhero Dads

Papa Ka Dhaba Challenge

Fathers are real-life superheroes who fulfil our wishes and play the role of a personal genie for kids. To express our gratitude and create cherished memories with them, we organized a heartwarming challenge for our employees. They were tasked with sharing cooking videos featuring their fathers, showcasing their special bond and emotions. The response was overwhelming, with fabulous videos capturing magical moments. While everyone touched our hearts.

Here is the winners' list:



RAJESH SHARMA

OPERATION



KARISHMA RAMANI

HUMAN RESOURCE



SATISH KUMAR GUPTA

SALES



MOHAN CHOUDHARY

CUSTOMER SERVICE

Empowering Women: Prerna Quiz

Empowering women is key to building a fair and equitable society that benefits everyone. Access to education and healthcare enables women to take better care of themselves and their families. Women serve as remarkable role models for society.

To encourage and uplift our female employees, we organized a Prerna Quiz focusing on famous female personalities. The quiz aimed to inspire and motivate them by showcasing the achievements and paths followed by these remarkable women. With 80 participants, the quiz generated enthusiasm and appreciation for the extraordinary accomplishments of these role models.

Here is the winners' list:



MANISHA KOTHARI

MARKETING



POONAM SHARMA

HUMAN RESOURCE



PUJA WADATKAR

LEGAL MORTGAGE



SAYARI YADAV

TELE CALLING-COLLECTION



MUGDHA KANDE

LEGAL MORTGAGE

Here is the winners' list:



ANAMIKA JAIN

RISK MANAGEMENT



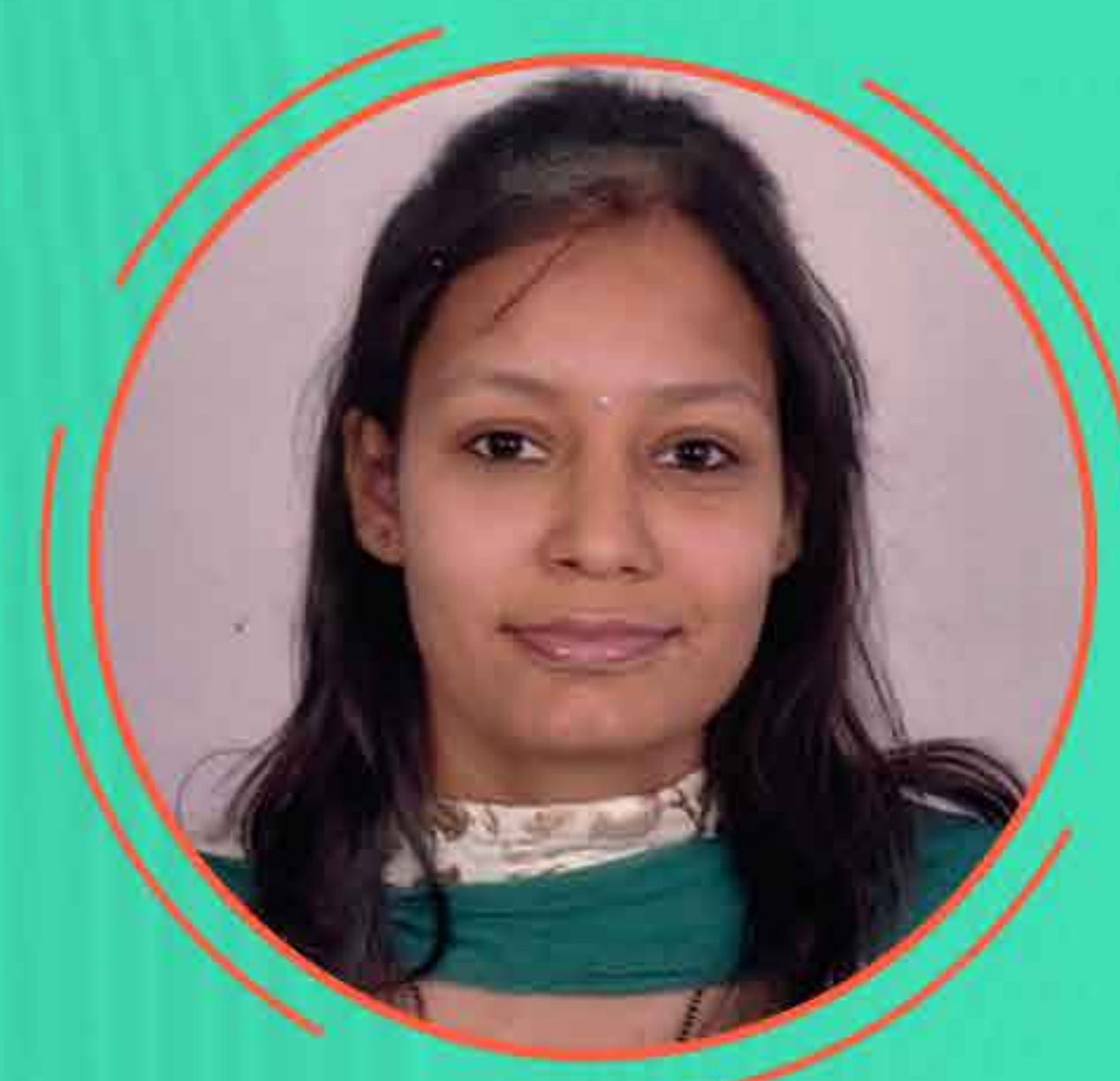
SANDRA PAUL

OPERATION



PRACHI MEHTA

RISK MANAGEMENT



ANKITA NAWALKHA

RISK MANAGEMENT

Wellness Session

How To Control Overthinking!



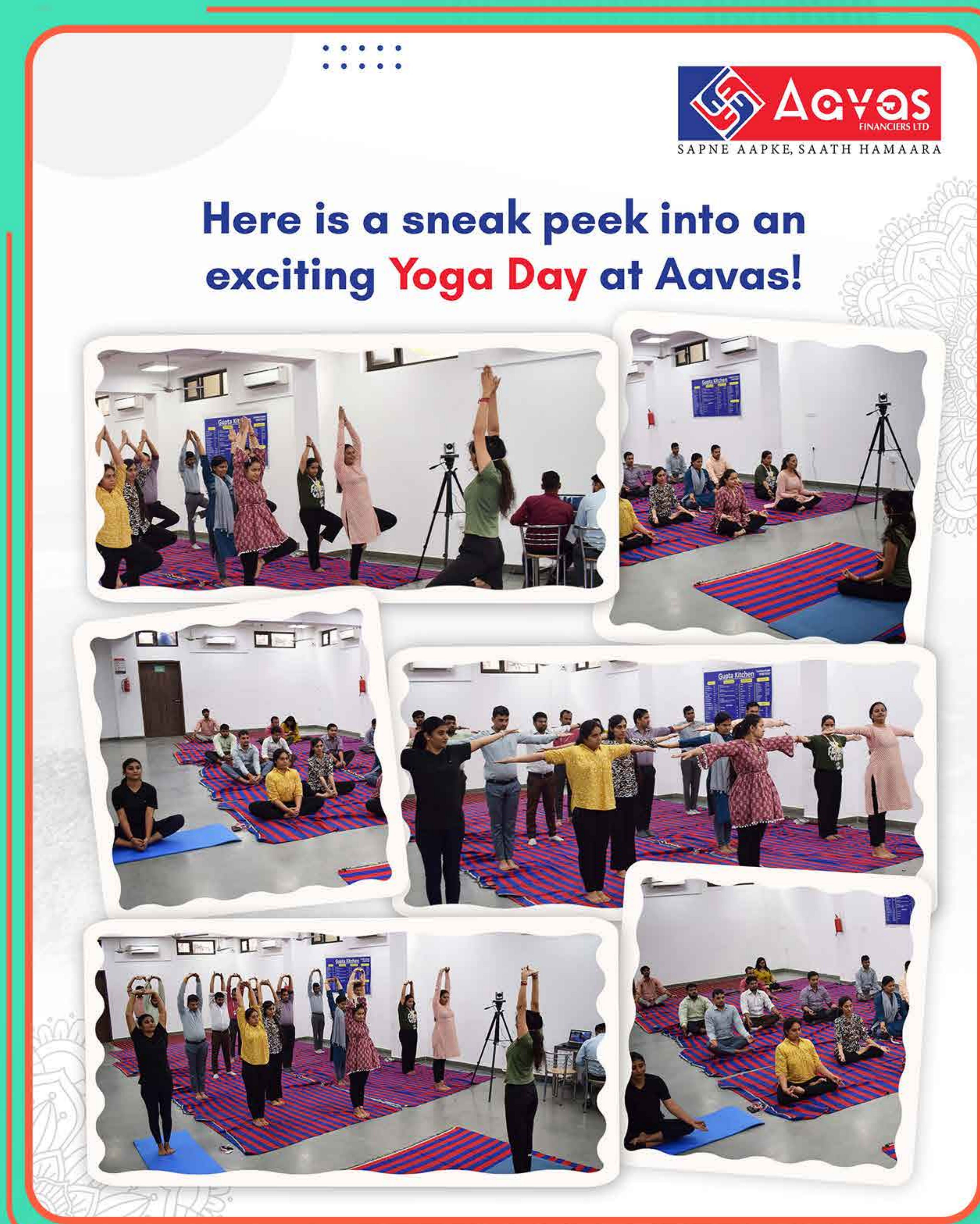
Your thoughts nourish your mind, but indulging in excessive thinking can harm your overall well-being. Overthinking negatively affects both our mental and physical health. In a session led by Dr. Sushama, she enlightened us about the definition of overthinking and its repercussions on our personal and professional lives, as well as our mindset and health. The session was highly interactive, and Dr. Sushama shared valuable techniques to effectively manage and control our tendency to overthink. The seminar witnessed participation from over 100+ employees and was a successful and informative event.

Revitalizing Body and Mind

Yoga Day Celebration

International Yoga Day, observed on June 21st, promotes mental and physical well-being, nurturing the harmony of mind, body, and soul. Aavas Financiers places great importance on the well-being of its employees, and as part of our commitment, we celebrated Yoga Day at our Head Office, with a live online broadcast reaching participants across India.

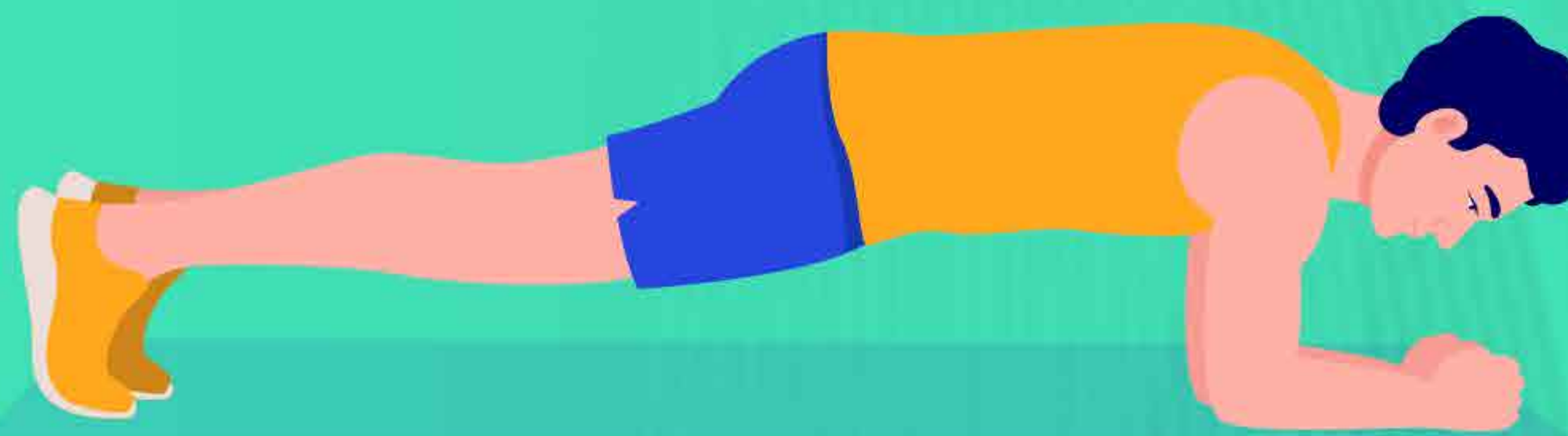
Under the expert guidance of Miss Deepa Gajraj, a renowned yoga trainer, we engaged in a one-hour session where various asanas (postures) and the benefits of yoga were shared. The session also included breathing exercises to promote calmness and rejuvenation. The participants left the session feeling energized and tranquil, with a renewed sense of well-being.



Fitness Challenge

Plank Challenge

Health is wealth, and our employees are the invaluable assets of our company. Aavas prioritizes their well-being, catering to their mental, physical, and emotional needs. Recently, we organized a fitness challenge centered around the Plank Challenge. Employees enthusiastically submitted videos showcasing their maximum hold times. The response was overwhelming, with massive participation from PAN India, including our female employees who displayed remarkable energy and enthusiasm. The event was a resounding success, reflecting the high level of excitement among our people.



Here is the winners' list:



GHANSHYAM

INSURANCE



HARSH ARORA

HUMAN RESOURCE



DINESH CHOUDHARY

CREDIT



SHEKHAR

SALES



RAHUL MITTAL

MARKETING



Musical Delight: Guitarist Gala

What a fantastic Fun Friday it was! To alleviate the stress and pressure of the workweek, we organized a mesmerizing musical evening called the Guitarist Gala. It was an hour filled with joy, happiness, and musical bliss, radiating infectious energy throughout the room.

Singer Vishal Kaushik and Avinash Sharma took the stage with their guitars, captivating the audience from the very first note of "Ek Pyar Ka Nagma Hai" to the rhythmic chanting of "Hare Rama Hare Krishna.". It was a remarkable event, bringing people together and creating memories that will be cherished for a long time.



HALL OF FAME Q-3

(FY 2022-23)

Aavas believes in valuing the sheer hard work and recognition and appreciating the employees for their immense contribution to the success. To encourage them, we have started the “Hall of Fame” quarterly awards. It was held on the 6th & 7th of April, appreciating those who went above and beyond. Nominations were open to all Aavas employees. The event had two episodes, honoring different departments. 300+ employees were felicitated, and 140 were invited to the Head Office for awards presented by senior management including Mr. Sachinder Singh Bhinder, Mr. Siddharth Srivastava, Mr. Anshul Bhargava, and Mr. Ripudaman Bandral. The event was hosted by Saurabh Chitlangiya & Shikha Gupta.



A COLLABORATION TO REMEMBER



A COLLABORATION TO REMEMBER!

Aavas Financiers Ltd. and HDFC Life have partnered in a Corporate Agency tie-up. AAVAS customers will now have access to a range of HDFC Life's Insurance products, including coverage for housing loans, financial protection plans, and long-term savings solutions for various life stages. The partnership aims to reduce the protection gap in the country and provide unparalleled financial solutions to customers.



Fulfilling Dreams with a **Strong Alliance!**



A COLLABORATION TO REMEMBER!



BRAND PARTICIPATION

MCHI BANM

The BANM Property Expo 2023 aimed to transform Navi Mumbai into a 360° SMART & SWACHH CITY. AAVAS, a prominent participant, showcased its presence at the event, contributing to the vision of a progressive and sustainable urban landscape.



MCHI CREDAI

The CREDAI-MCHI Thane's 20th Real Estate and HFC Expo 2023 provided a common platform of interaction for property buyers and developers, along with financial support of on-spot loans by top HFCs, NBFCs, and banks. Among the prominent participants, Aavas' presence at the expo was met with enthusiastic responses from prospective homebuyers.



TELESALES

Celebrating Aavas Financiers' Outstanding Talent

Aavas Financiers recognized exceptional employees with the "Winner of the Quarter (JFM)" title. The award celebrates hard work, motivation, and a positive outlook within the organization, inspiring team members to continue striving for excellence. Aavas Financiers values its employees and fosters a culture of appreciation and belonging, propelling them to achieve new heights.



RIYA DIXIT

QUARTER WINNER IN TEAM LEADER



ATUL KUMAR GARG

QUARTER WINNER IN SALES COORDINATOR



MONIKA JAIN

QUARTER WINNER IN TELE CALLING ASSOCIATE

EMPLOYEE ARTICLES

Adarsh Kumar Pradhan



Adarsh Kumar Pradhan shares the wisdom of life through the ABCs: from seizing opportunities to embracing challenges, from learning from mistakes to valuing silence, each letter holds a valuable lesson for a fulfilling journey.

ABC OF LIFE

A: "A bird in the hand is worth two in the bush."

B: "Better late than never."

C: "Calm sea does not make a skilled sailor."

D: "Diligence is the mother of good fortune."

E: "Every path has its puddle."

F: "Forbidden fruit is sweet."

G: "Grasp all, lose all."

H: "He can who believes he can."

I: "It's no use crying over spilled milk."

J: "Jack of all trades is a master of none."

K: "Knowledge in youth is wisdom in age."

L: "Learn to walk before you run."

M: "Manners make the man."

N: "Necessity is the mother of invention."

O: "One swallow doesn't make a summer."

P: "Practice what you preach."

Q: "Quick and well seldom go together."

R: "Rome was not built in a day."

S: "Speech is silver, silence is golden."

T: "The first step is the hardest."

U: "Uneasy lies the head that wears a crown."

V: "Variety is the spice of life."

W: "When in Rome, do as the Romans do."

X: "Xmas comes only once a year."

Y: "You snooze, you lose."

Z: "Zeal without knowledge is a runaway horse."



Bhavna



भीड़ हमेशा हम उस रास्ते पर चलती जो रास्ता आसान लगता है,
लेकिन इसका मतलब यह नहीं की भीड़ हमेशा सही रास्ते पर चलती है।

अपने रास्ते खुद चुनिए क्योंकि आपको आपसे बेहतर और कोई नहीं जानता।

पानी की तरह बनो जो अपना रास्ता स्वयं बनाता है,
पत्थर की तरह नहीं जो दुसरो का रास्ता भी रोक लेता है।



Manisha Kothari

Recharge Yourself

In the hustle and bustle of modern life, it's all too easy to get caught up in a relentless cycle of responsibilities, deadlines, and obligations.

We often find ourselves depleted, both physically and mentally, as we push ourselves to meet the demands of our careers, relationships, and personal aspirations. It's crucial, however, to recognize the importance of recharging ourselves—replenishing our energy and restoring our inner balance. Recharging yourself goes beyond a mere break or escape from your daily routine. It involves actively engaging in practices and habits that nurture your well-being and enhance your vitality. Just as you recharge your electronic devices to ensure their optimal performance, you must also recharge yourself to function at your best.

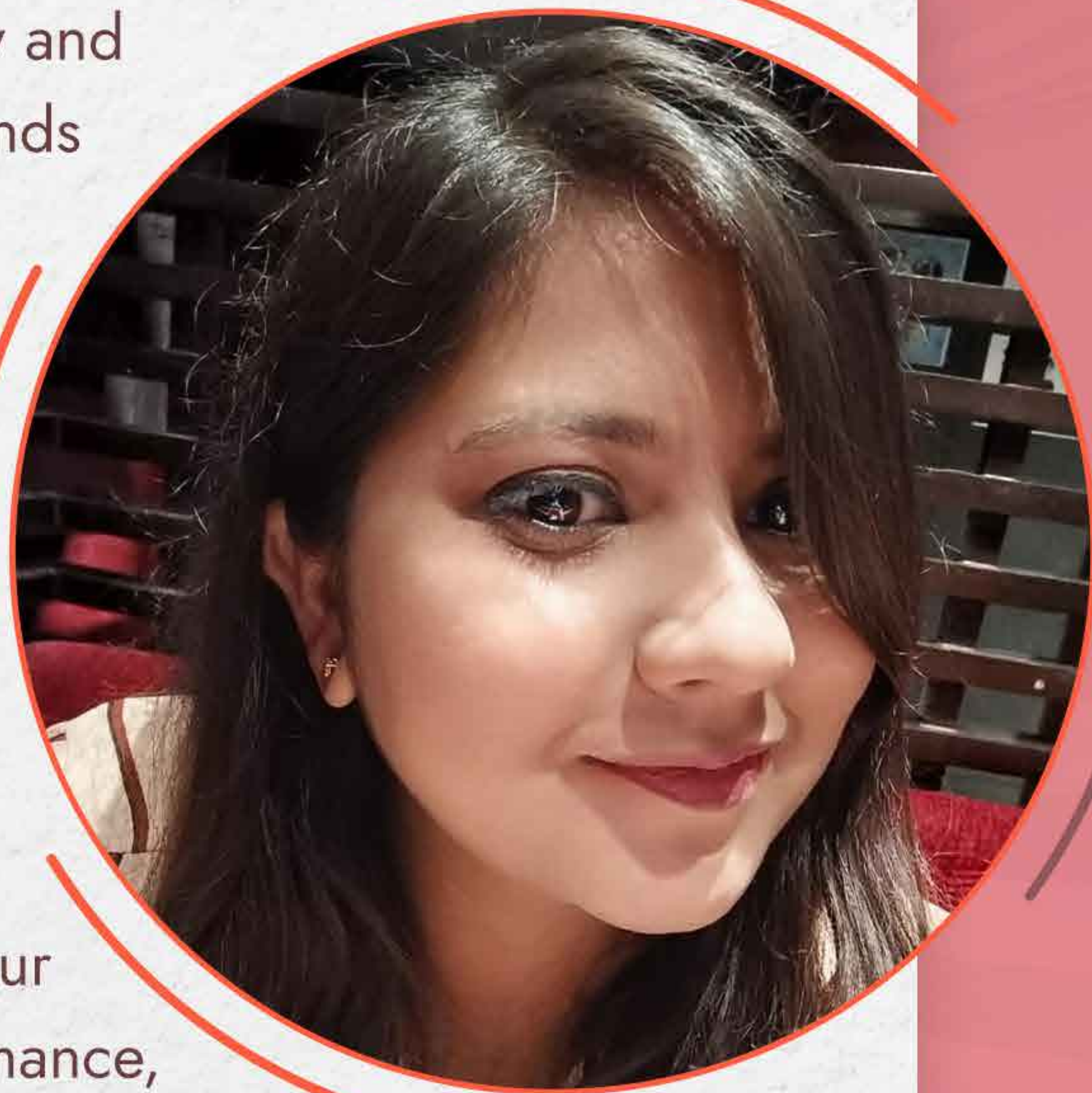
Here are some valuable insights and strategies to help you master the art of self-renewal and personal energy:

Prioritize Self-Care:

Self-care is not selfish; it's essential. Make self-care a non-negotiable part of your routine. Set aside time for activities that bring you joy, relaxation, and rejuvenation.

Disconnect to Reconnect:

In our hyper-connected world, constant digital stimulation can drain our energy. Take regular breaks from screens—whether it's your phone, computer, or





television. Disconnecting allows you to reconnect with yourself and your surroundings, fostering a sense of calm and inner peace.

Embrace the Power of Rest:

Rest is not a luxury; it's a necessity. Prioritize quality sleep. Incorporate periods of rest throughout your day—short breaks to stretch, breathe deeply, or practice mindfulness. By honouring rest, you enhance your productivity, creativity, and overall well-being.

Cultivate Mindful Awareness:

Mindfulness is the practice of being fully present in the moment. Engage in mindfulness exercises such as mindful breathing. By grounding yourself in the present, you release worries about the future and regrets about the past, allowing your energy to flow freely.

Nurture Your Passions:

Engage in activities that ignite your passions and spark your creativity. Whether it's painting, writing, playing an instrument, or engaging in sports, pursuing your passions provides a sense of fulfillment and revitalizes your spirit.

Seek Inspiration and Growth:

Surround yourself with sources of inspiration and personal growth. Read books that expand your knowledge, listen to podcasts that motivate and educate, and connect with individuals who inspire you, as it helps fuel your energy and keeps your mind sharp.

Practice Gratitude and Kindness:

Cultivate an attitude of gratitude and practice acts of kindness. Take a few moments each day to reflect on the things you're grateful for and express gratitude to others, as it strengthens your connections and enhances your overall well-being.



Naveen Singh

लक्ष्य पर नजर

आप अपने जीवन में बहुत से ऐसे लोगों से मिलेंगे जो आपको बताएंगे कि आप काफी अच्छे नहीं हैं। जबकि आप कुछ चीजों के विशेषज्ञ नहीं हो सकते हैं, आपके पास अपनी ताकत और क्षमताएं होंगी और साथ ही ऐसे क्षेत्र भी होंगे जहां आप चमक सकते हैं। जबकि कई शैक्षिक उद्घरण होंगे जो आपको कभी हार न मानने के लिए कहेंगे, सबसे महत्वपूर्ण बात जो आपको ध्यान में रखने की आवश्यकता है वह है अपनी ताकत पर ध्यान केंद्रित करना और अपने लक्ष्यों को मील के पथर में बदलने के लिए अपने स्वयं के अद्वितीय कौशल और क्षमताओं का उपयोग करना। दूसरों को अपने दिमाग में न आने दें और लक्ष्य पर नजर रखें और आप वहां पहुंच जाएंगे।



Prateek Chhabra

Unleashing the Power Within: Embracing Passion and Purpose in Work

In a world driven by responsibilities and obligations, it's easy to lose sight of our true passions and settle for what seems practical or expected. However, embracing our passions and aligning them with our work is crucial for personal fulfillment and overall happiness. While it may not always be possible to do what we love, finding love in what we do can transform our perspective and open doors to new opportunities.

Following our passions allows us to tap into a wellspring of motivation and enthusiasm. When we engage in activities we are passionate about, we experience a sense of joy and purpose that fuels our drive. This passion becomes the driving force behind our efforts, propelling us to go the extra mile, overcome challenges, and continuously improve. But what if circumstances prevent us from pursuing our passions directly? Should we resign ourselves to a life devoid of joy? Absolutely not! Instead, we must learn to love what we are doing. Every task, no matter how mundane, can be infused with passion and meaning when approached with the right mindset.

When we cultivate a genuine love for our work, we uncover hidden opportunities for growth and self-discovery. By embracing a positive attitude and seeking out the aspects we enjoy, we open ourselves up to new perspectives and possibilities. We become more engaged, productive, and effective in our roles, which can lead to greater recognition and advancement.





Moreover, loving what we do nurtures a sense of gratitude and contentment. It allows us to appreciate the present moment and find fulfillment in the daily accomplishments, no matter how small. This mindset shift enables us to cultivate a positive work environment, inspiring those around us and fostering stronger professional relationships.

In conclusion, while it is essential to strive for work that aligns with our passions, sometimes circumstances may not permit it. However, by infusing our current endeavors with love, passion, and purpose, we unlock a world of opportunity and fulfillment. Let us remember that our attitude and mindset have the power to transform any task into an opportunity for growth and joy. So, whether pursuing our passions directly or finding love in what we do, let us strive to live a life infused with purpose and enthusiasm, for it is in this pursuit that we truly thrive.



Rajkumar Kirad

"आखो मे जुनून और दिल में चिंगारी रखो
जिंदा रहना है तो तरकिबे बहुत सारी रखो
राह के पत्थर तो कुछ भी नहीं है
मंजिले आवाज देगी सफर जारी रखो"



Sachin Khanna

Don't Lose Patience.... Patience Always Pay You

Professional Life

Increased Productivity:

Patience enables you to stay focused and persistent, even when faced with obstacles or setbacks. This helps you maintain a consistent work ethic and achieve your goals, leading to increased productivity.

Effective Decision Making:

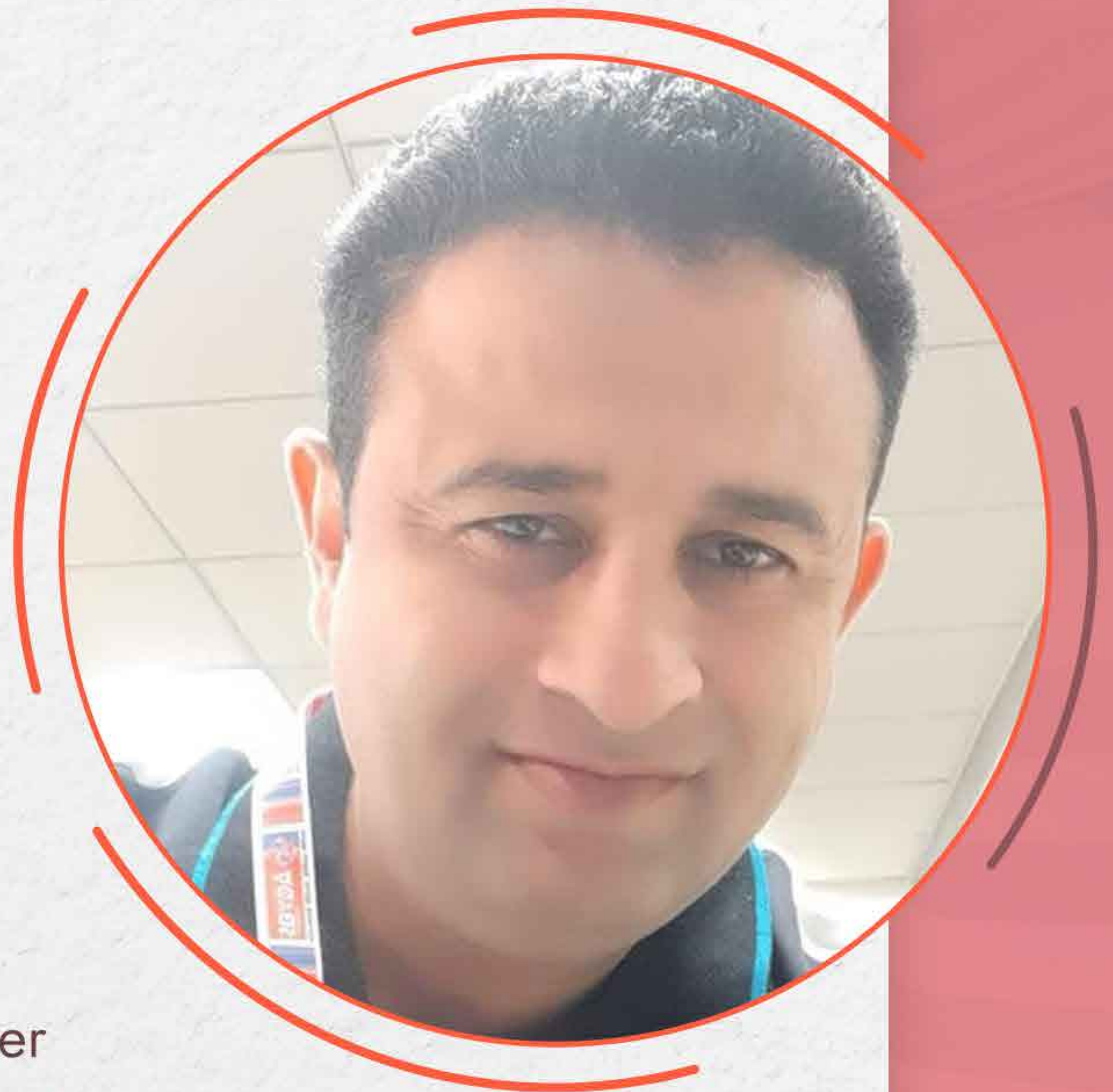
Rushed decisions can lead to mistakes and negative outcomes. Patience allows you to gather all the necessary information, weigh different options, and make well-informed decisions that align with your long-term objectives.

Improved Leadership Skills:

Patience is a vital trait for effective leadership. It helps you listen to your team members, address their concerns, and provide guidance and support. Patience also encourages collaboration and fosters a positive work environment.

Better Conflict Resolution:

Patience plays a crucial role in resolving conflicts in the workplace. It allows you to remain calm, seek common ground, and find mutually beneficial solutions. Patience also promotes active listening and understanding during challenging discussions.





Personal Life

Improved Relationships:

Patience enables you to listen attentively, understand others' perspectives, and communicate effectively. This leads to stronger and more harmonious relationships with family, friends, and loved ones.

Reduced Stress:

Patience helps you maintain a calm and composed state of mind, reducing stress and anxiety in your personal life. It enables you to approach challenges with a positive attitude and find solutions instead of becoming overwhelmed.

Enhanced Emotional Well-being:

Patience fosters emotional intelligence, allowing you to better manage your emotions and respond thoughtfully in challenging situations. It promotes empathy, understanding, and compassion, all of which contribute to your overall emotional well-being.



Shankar Bandu

"Technology: A Boon to Economic Growth"

Hello, friends! Today's era is defined by technology, where we are venturing into the realm of Artificial Intelligence—an astonishing technological advancement that seemed unimaginable just a decade ago. The utilization of technology in communication, financial transactions, business intelligence, and transportation has brought about significant changes in our lives.

Merely a couple of decades ago, our means of communicating with distant relatives and friends involved writing letters or resorting to fax machines during emergencies. Nowadays, we can effortlessly engage in video calls whenever we desire. In the past, we relied on the barter system, then transitioned to physical currency, and now we can simply scan a barcode to make purchases. Technology has ushered in tremendous transformations in our lives.

Let's delve into the impact of technology on the socio-economic development of society. For instance, running a production unit or factory necessitates an abundance of machinery to enhance manufacturing processes. Advanced machinery expedites production, boosting productivity and profitability. With the advent of the internet, we can source high-quality raw materials, advertise and sell finished goods online, thereby expanding business opportunities.





The advent of the E-Commerce platform has made it possible to reach customers in the comfort of their own homes. Today, we can showcase our products on various E-Commerce websites, creating new sales channels. Consumers can conveniently purchase goods with a simple click or tap, providing access to people in remote areas with limited or no access to modern shops or malls.

Recruiting manpower for business organizations has become easier with the availability of numerous websites and portals. This simplifies the process of selecting the right person for the right job, thereby adding value to the goods and services produced by the organization. Modern-day technology enables us to identify and utilize hidden natural resources in the sea, land, mountains, and beyond. We have discovered valuable resources such as metal ores, natural gas, oil, and gold.

A significant revolution has occurred in the primary sector of the economy, particularly in agriculture. The use of cutting-edge machinery, soil examination, modern fertilizers to enhance soil fertility, and solar-powered pumps and motors has propelled productivity and reduced operating costs for farmers. Preservation techniques have also improved, enabling longer storage of commodities and increased earnings. The agricultural sector has experienced substantial growth due to available technology.

While technology has its pros and cons with the former outweighing the latter, it is important to acknowledge both sides:

- Technology can be expensive and inaccessible to everyone.
- Increased reliance on technology diminishes manual work, leading to job losses.
- Online fraud, such as hacking bank systems has become a concern.
- Overdependence on technology can erode self-reliance in humans.

Considering the pros and cons of technology, it is clear that its positive impacts on economic growth outweigh the negatives. We should utilize technology for positive purposes and maximize its benefits.



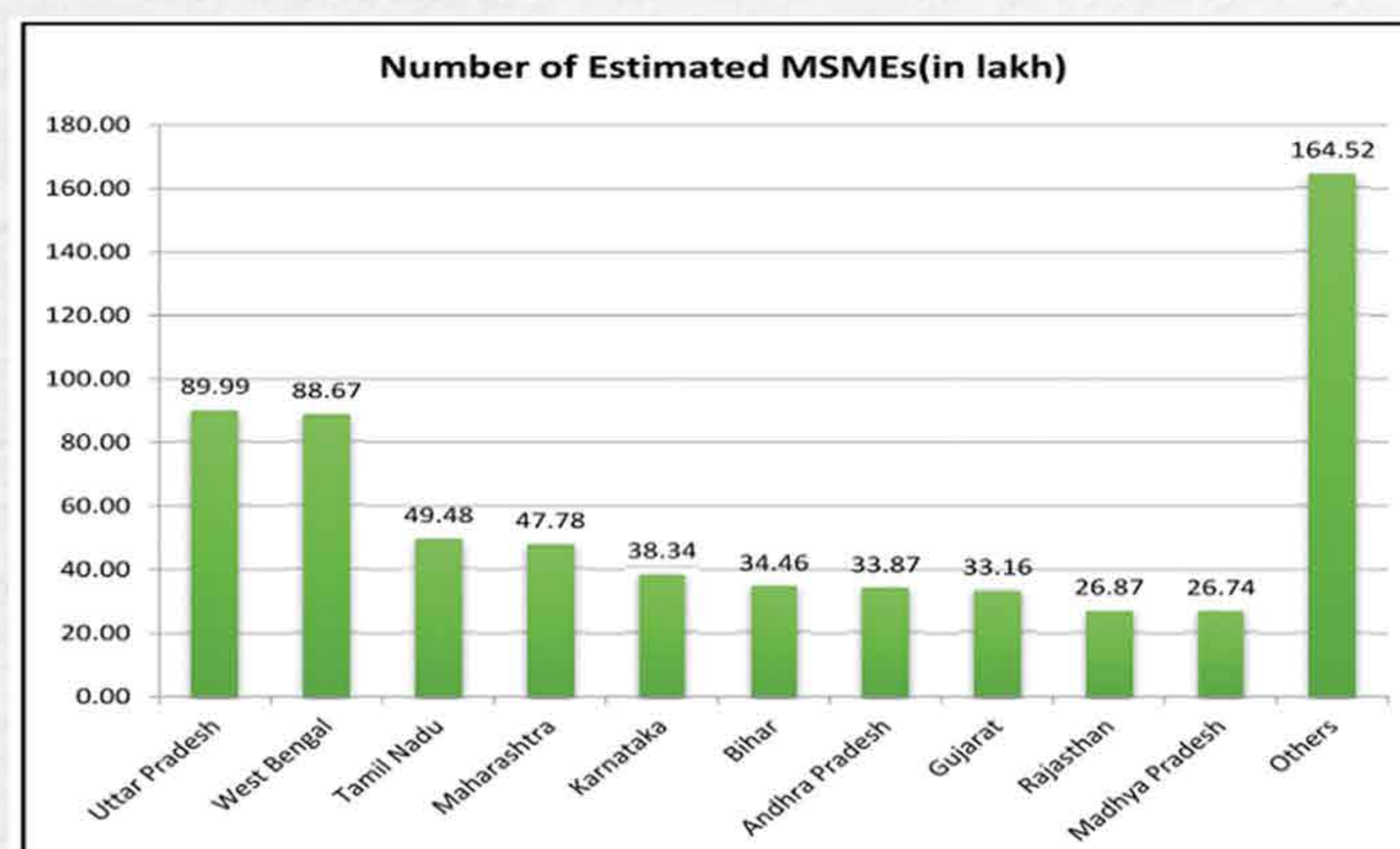
Shweta B

MSME – The Growth Engine

MSMEs are defined as Micro, Small & Medium Enterprises under the MSMED Act 2006, which falls under the Ministry of MSME. It has been established to facilitate funding, enhance competitiveness, provide information about development schemes and programs, and establish progressive credit policies. The MSME sector plays an integral role in the Indian economy, transforming India from a mere market to a global manufacturer by offering a diverse range of products in both domestic and international markets. It has significantly contributed to employment generation and the advancement of the social structure, requiring minimal capital investment through vibrant entrepreneurship. Additionally, it serves as an ancillary industry to large capital-intensive sectors, becoming the backbone of the economy, second only to the Agriculture Sector. Previously, the classification of MSMEs was based on investments, with a range of 25 lakhs to 10 crores for manufacturing enterprises and 10 lakhs to 5 crores for service enterprises, as per the MSMED Act, 2006, until 30th June 2020.



Sector	Micro	Small	Medium	Total
Rural	324.09	0.78	0.01	324.88
Urban	306.43	2.53	0.04	309.00
All	630.52	3.31	0.05	633.88



Adding to the above data, as per the data from Udyam Registrations as of December 31st, 2022, new enterprises enrolled 72% in the Service sector and 28% in the Manufacturing sector. These enterprises were distributed as approximately 96.3% in the Micro category, 3.32% in the Small category, and 0.30% in the Medium category.

According to the Economic Survey, the credit growth in the MSME sector has been remarkably high at over 30.5% during January to November 2022. However, the MSME sector is still facing challenges in accessing capital due to limited knowledge about government schemes. Non-Banking Financial Companies (NBFCs) have emerged as a bridge to fill the gaps in capital and credit. As per reports from Financial Express, NBFC portfolios grew by more than 10% (2.32 Lakh crore collateral-free loans till June 2022), whereas bank loans rose by just 5% compared to the previous fiscal year.

As a major and affordable NBFC, we have tremendous opportunities in lending and providing credit to this emerging sector. It is noteworthy that microenterprises in rural areas cover 51% of the total MSME sector. Therefore, we need to identify and segregate rural enterprises where we can provide additional capital requirements. By doing so, we can become a growth promoter in one of the highly vibrant and dynamic sectors of the Indian economy.

Varun Acharya

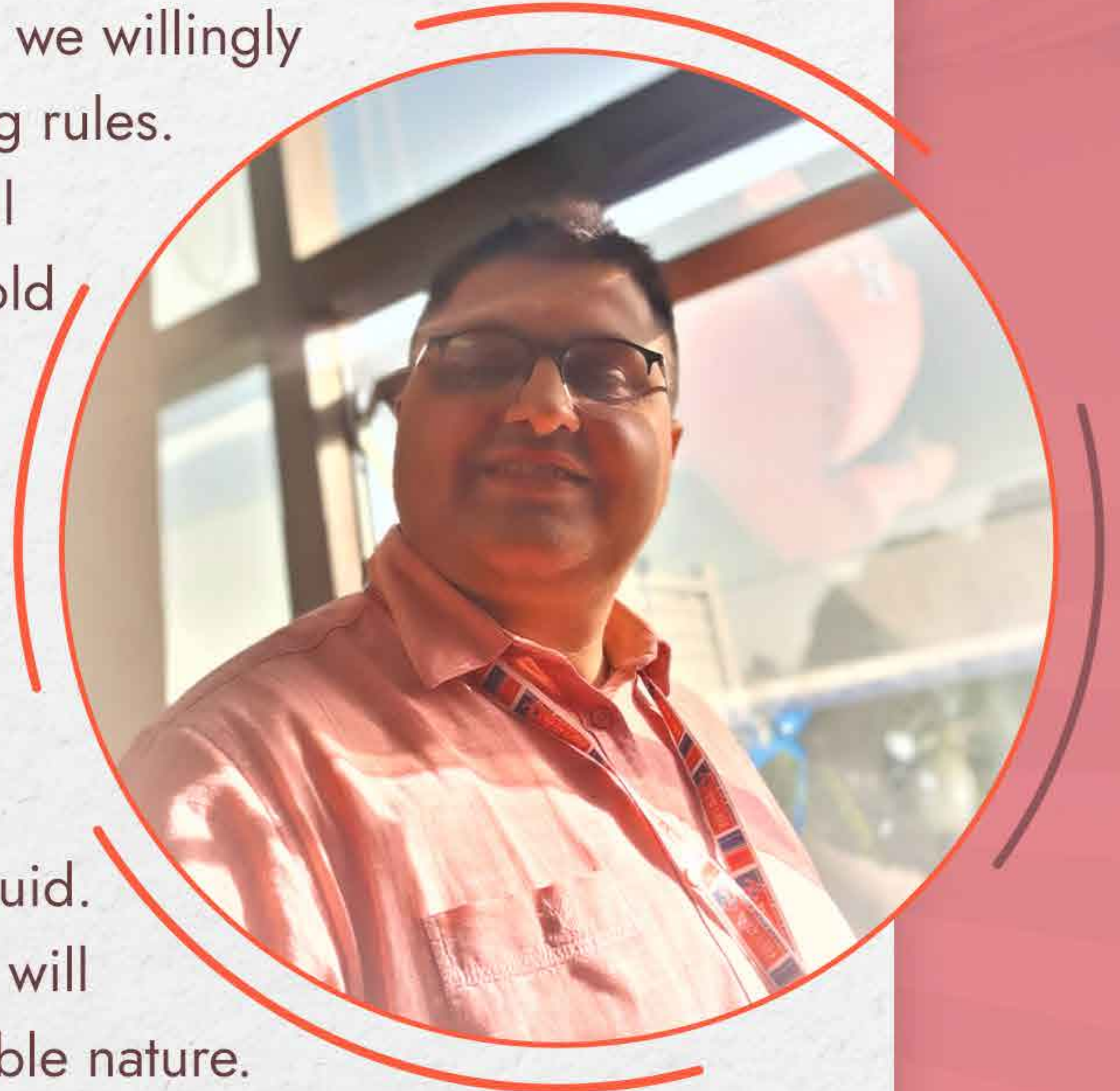
Positive Thinking: Live Your Life and Enjoy It Too!

Life is a delightful blend of frolic, fun, and fervour, with all three expertly intertwined. Considering it as a glorious game, we willingly engage in it with mystic moods and invigorating rules. Now, I would like to share some unconventional theories here, which may seem outdated but hold unexpected truths at their core!

For instance, I came across a suggestion to always keep a filled bucket of water in the bathroom and replenish it daily after emptying it in the morning. At first glance, this might appear nonsensical and a waste of precious liquid. However, if we neglect this practice, monotony will gradually seep into our lives, revealing its irritable nature.

This will inevitably hinder any meaningful progress, positive surroundings, and fortuitous opportunities. Moreover, it will deprive us of the vital element of joy, which is arguably the most crucial of all. Consequently, harmonious events will cease to exist, resulting from the scenario presented here.

Cheer up, for the best is yet to come! Maintain an optimistic outlook, even if it is not in your blood type (B+), and think rationally. Succeed, smile, and peacefully drift into slumber, preparing for a better future the following morning!





Moving forward, when we aspire for positive change in life, we must also cultivate a positive mindset. We should undertake all necessary actions to bring about effective, productive, and positive transformations in our daily routines and lifestyle. The more diligently we work towards reaping the rewards, the more we refine ourselves, shine brightly, and thrive.

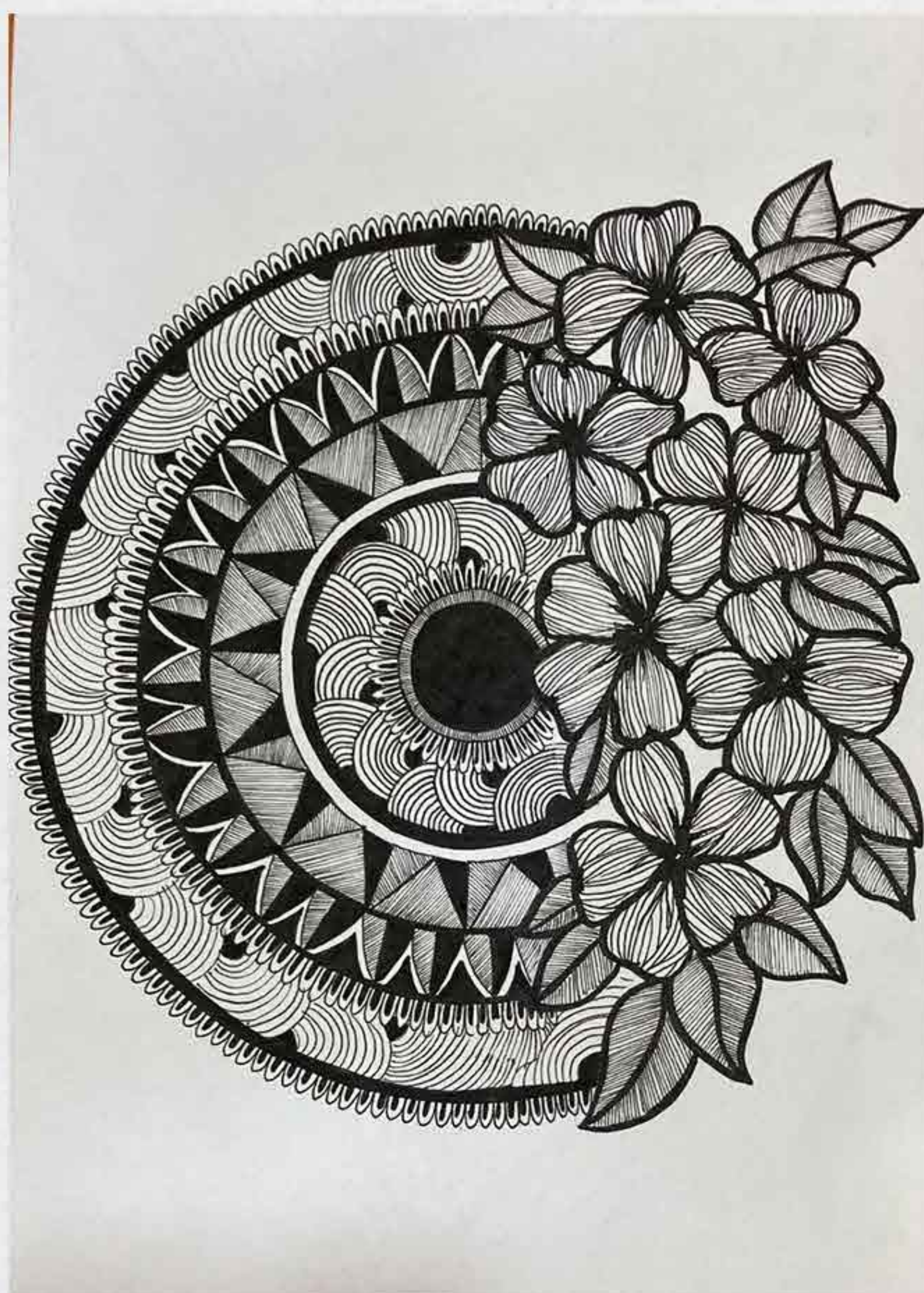
Happiness often emanates from unexpected sources. It arrives unannounced, bestowing upon us transformative changes in our lives and surroundings. However, remember that the 'game' of life is what we make of it! We must embrace living, loving, and managing all the challenges, developments, and destiny that come our way, while wearing an unwavering smile.

There is a vibrant aura of productive positivity that envelopes us. It fills our emotions with joy and instills hope for a brighter future in our perspectives, actions, and outcomes. The shimmering vibes scattered across the horizon are undoubtedly signs of promising times ahead! What we must never relinquish is our hope for happiness.

Difficult and unfavourable phases are inevitable in everyone's life at some point or another. Despite the suffering and pain they bring, we must learn to rise and confront adversity. The day is not far when we will emerge victorious, and the world will unite in appreciation of the efforts we invested during times of scarcity.



Sakshi Gupta



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