

# 875 GCC Campuses Where Thermal Comfort Is the Silent Retention Risk

*Nobody puts 'too hot' on an exit interview. They just leave.*

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## At a Glance

875 corporate campuses in India employ 15 million people. Each one runs air conditioning March to November. The energy cost is astronomical. Biothermal Microconditioning deployed across even 10 percent of those campuses would save INR 1,200 crore annually. [1]

## Summary

India's Global Capability Centres (GCCs), primarily IT services and business process outsourcing companies, operate 875 registered office campuses across Bengaluru, Hyderabad, Pune, and Chennai. Each campus houses 200 to 5,000 employees. The total headcount is approximately 15 million, representing 2.8 percent of India's employed population. [1]

Each campus runs centralised HVAC systems for 9 months: March through November. Average cooling load is 150 to 250 watts per person in typical office density (15 to 20 square metres per person). For 15 million people, average 200 watts, 40 hours per week, 48 weeks per year, the annual electrical energy consumption for GCC office cooling alone is approximately 57.6 billion kilowatt-hours. [2]

At the commercial electricity rate of INR 12 per kilowatt-hour (2026 rates), this is approximately INR 691 billion annually. One percent reduction in cooling load saves INR 6.9 billion. Biothermal Microconditioning deployments in pilot programmes show 15 to 20 percent reductions in peak mechanical cooling load, translating to approximately 10 to 12 percent annual electricity reduction accounting for off-peak periods. Across 875 campuses, 10 percent reduction saves INR 69.1 billion, or nearly INR 1 crore per campus, annually. [3]

From an operational perspective, an Easy Retrofit deployment across a 1,000-person office campus (100 Thermopod clusters) costs approximately INR 15 to 20 lakhs for hardware and two-day installation. Annual savings from reduced HVAC load and extended mechanical system lifespan (less wear from oversizing) amount to approximately INR 25 to 30 lakhs. Payback period is 7 to 9 months. [4]

Biothermal Microconditioning is the only retrofit solution that addresses both the March-to-November heat problem and the electricity cost problem simultaneously. Employee comfort increases. Operating costs decrease. Building resilience improves. Scale this across even 100 campuses (11 percent of the GCC installed base), and India's corporate thermal infrastructure shifts fundamentally. [5]