

NEW HYBRID REAL ESTATE STRATEGIES

Results of our international occupier survey

2023 Outlook





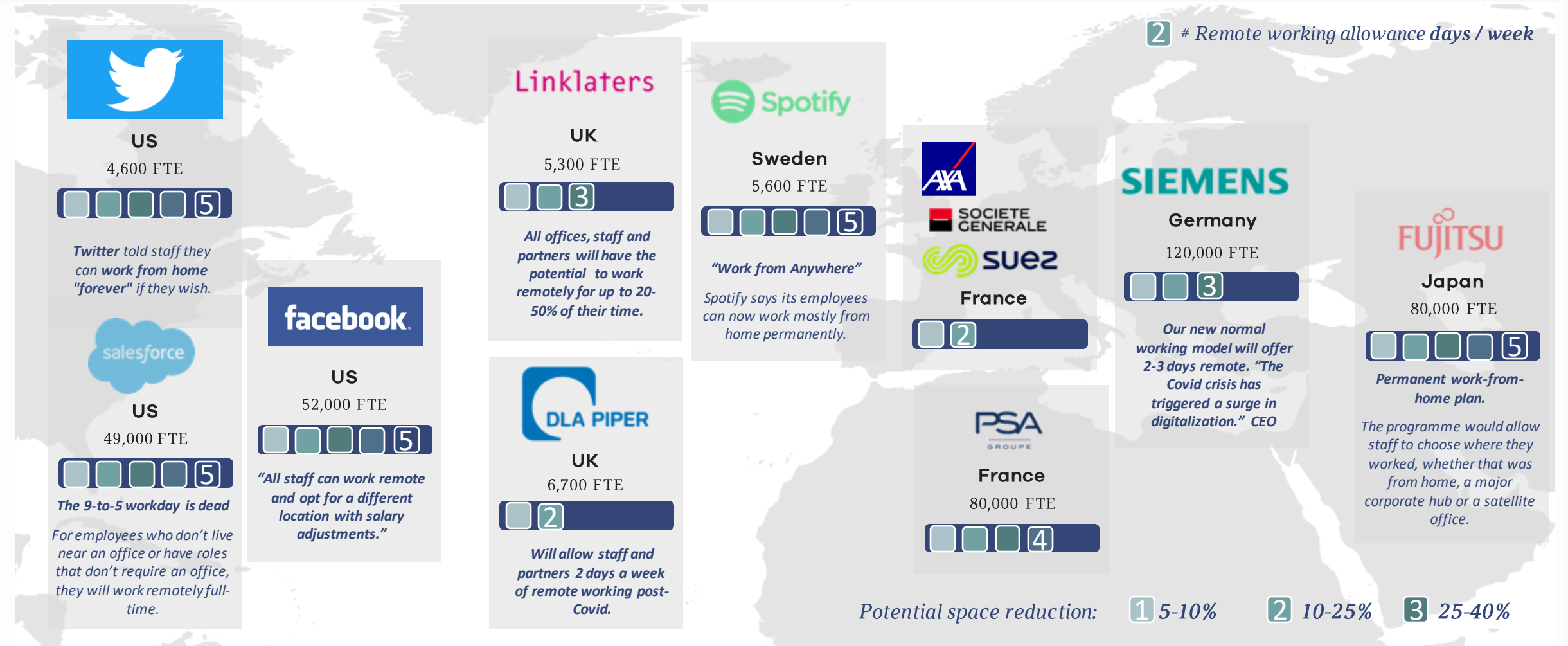
Results of Our International Occupier Survey & Sector-Specific Insights.

Discover the impact of post-Covid remote working on office and location strategies.

[DOWNLOAD YOUR REPORT](#)

How will the use of the workplace change post-pandemic?

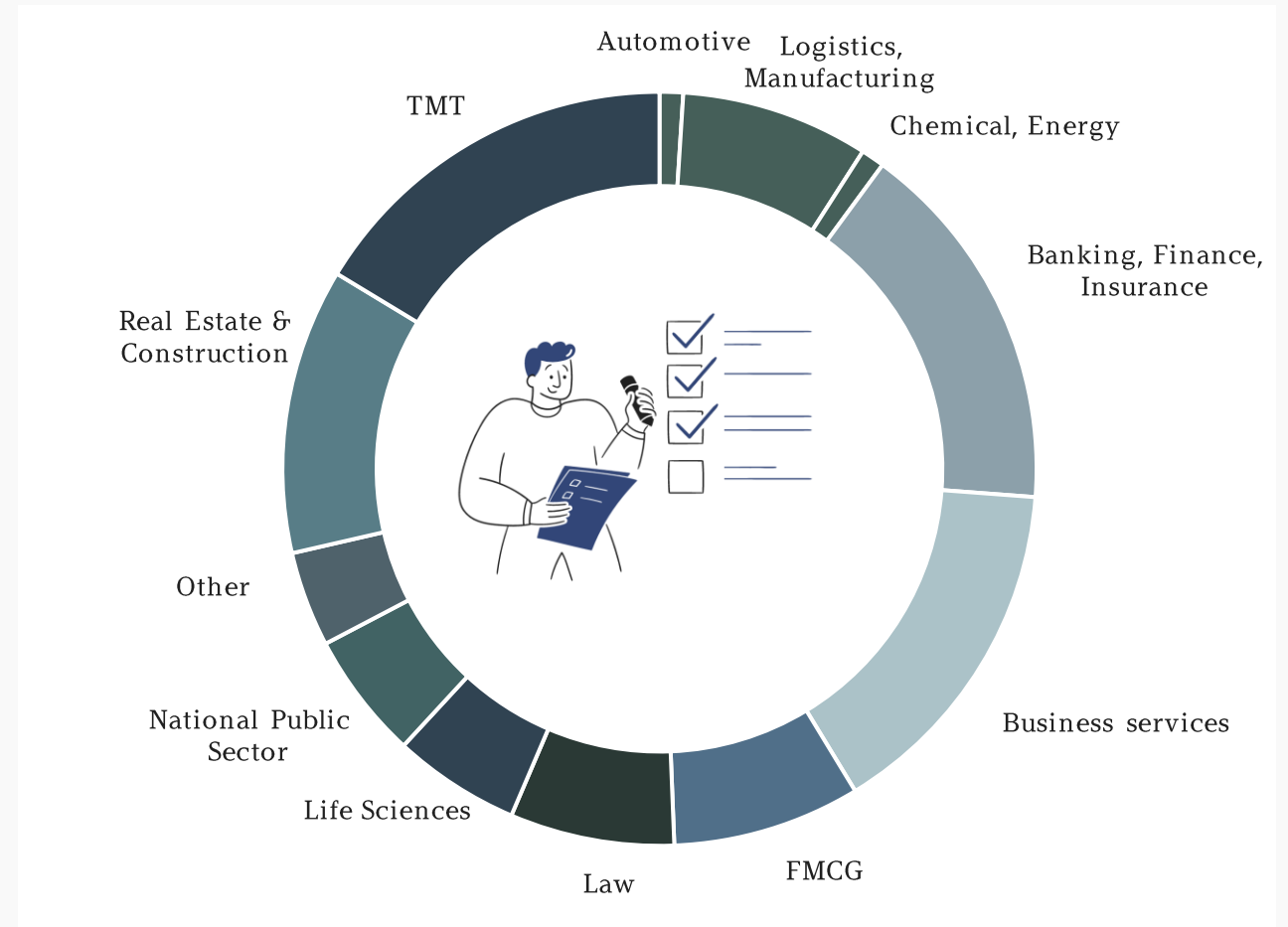
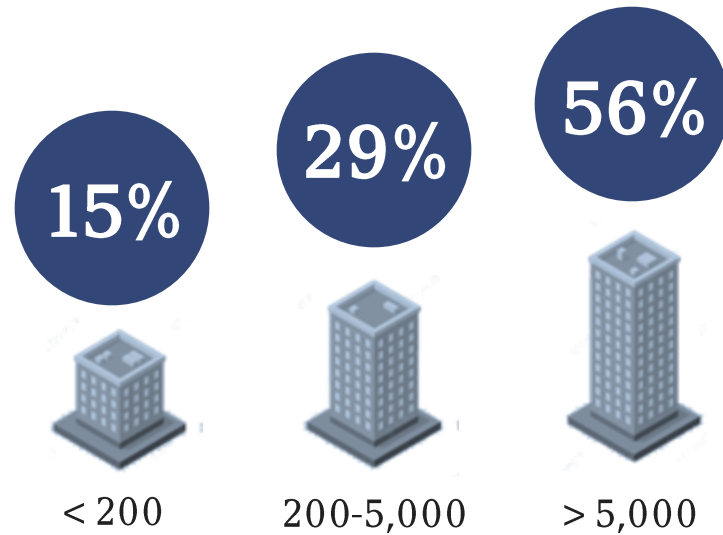
Many have announced their plans but is this representative of the market?



Responses representing more than 13M sqm of office space were measured in Q4 2022

Profile of respondents:

- **72** respondents, mostly Heads of CRE
- **13m** total estimated sqm of office occupancy

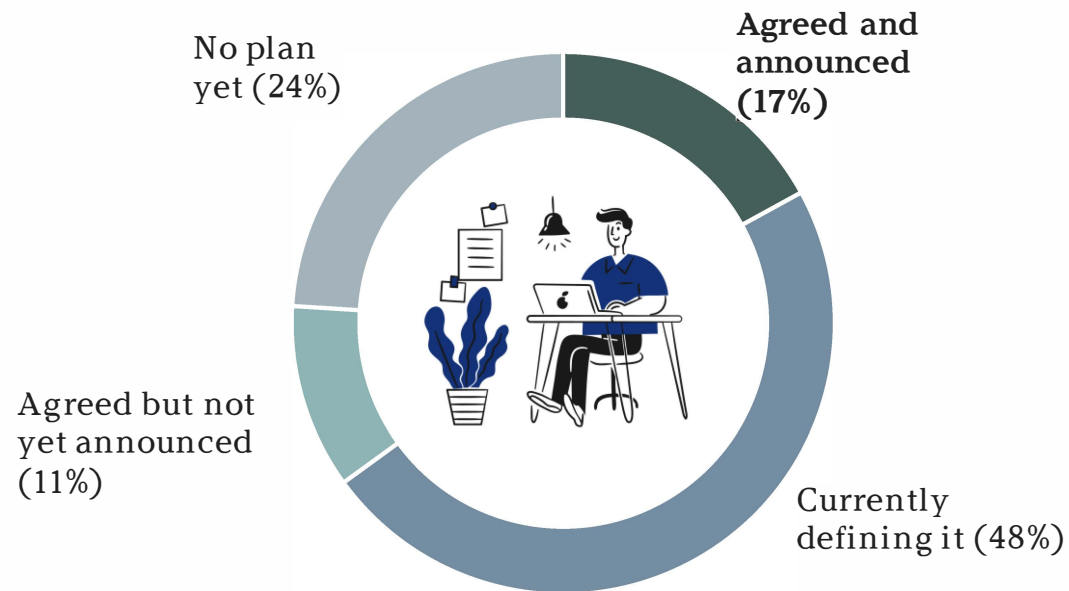


Significant increase in the share of companies that have announced their remote policy

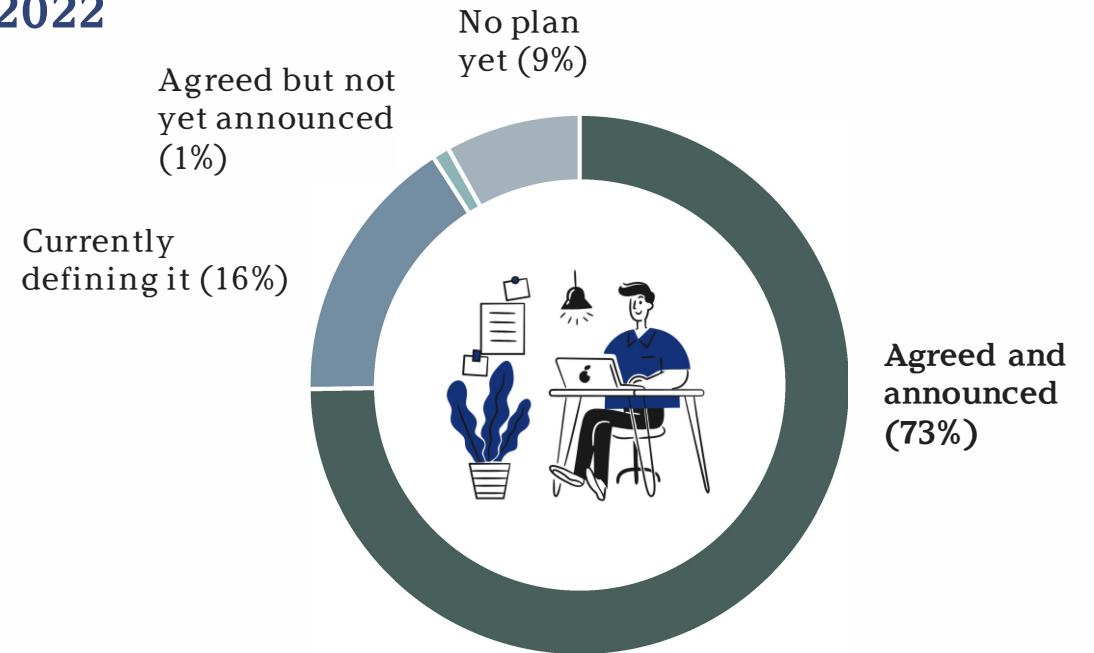
Pre-Covid remote working and post-Covid strategy status

While only **17%** of participants already announced their remote working policy last year, this number has now increased to **73%** by year-end 2022.

2021



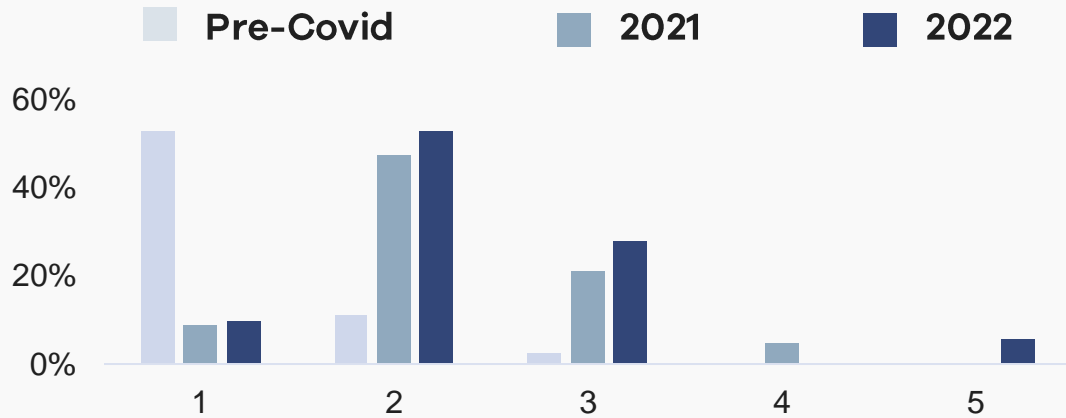
2022



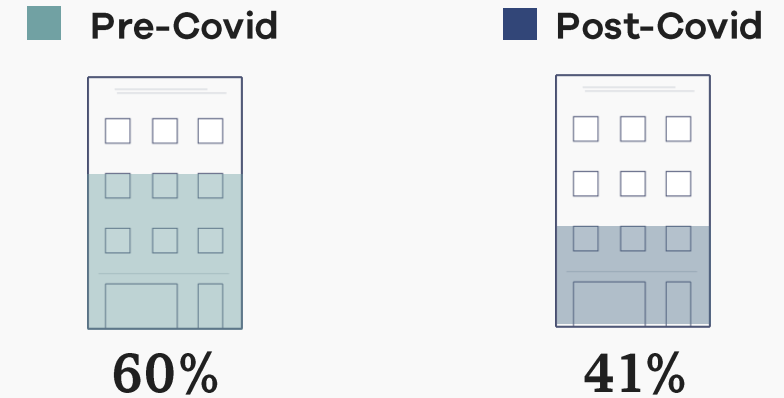
The consensus on 2-3 days of hybrid working remains, with a slight increase toward more remote

Post-Covid workplace strategy

Pre- & post-Covid remote working allowance per week

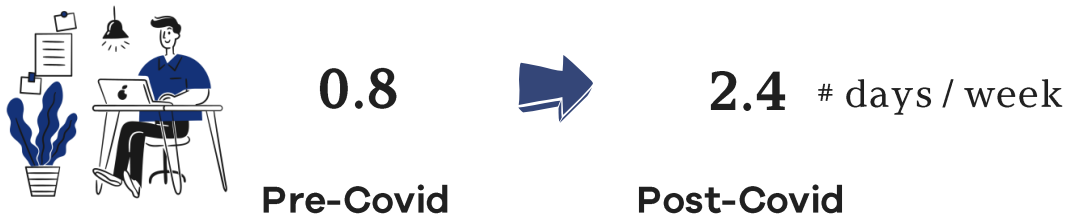


Estimated average office occupancy pre- & post-Covid



Typical remote working allowance # days per week pre- & post-Covid

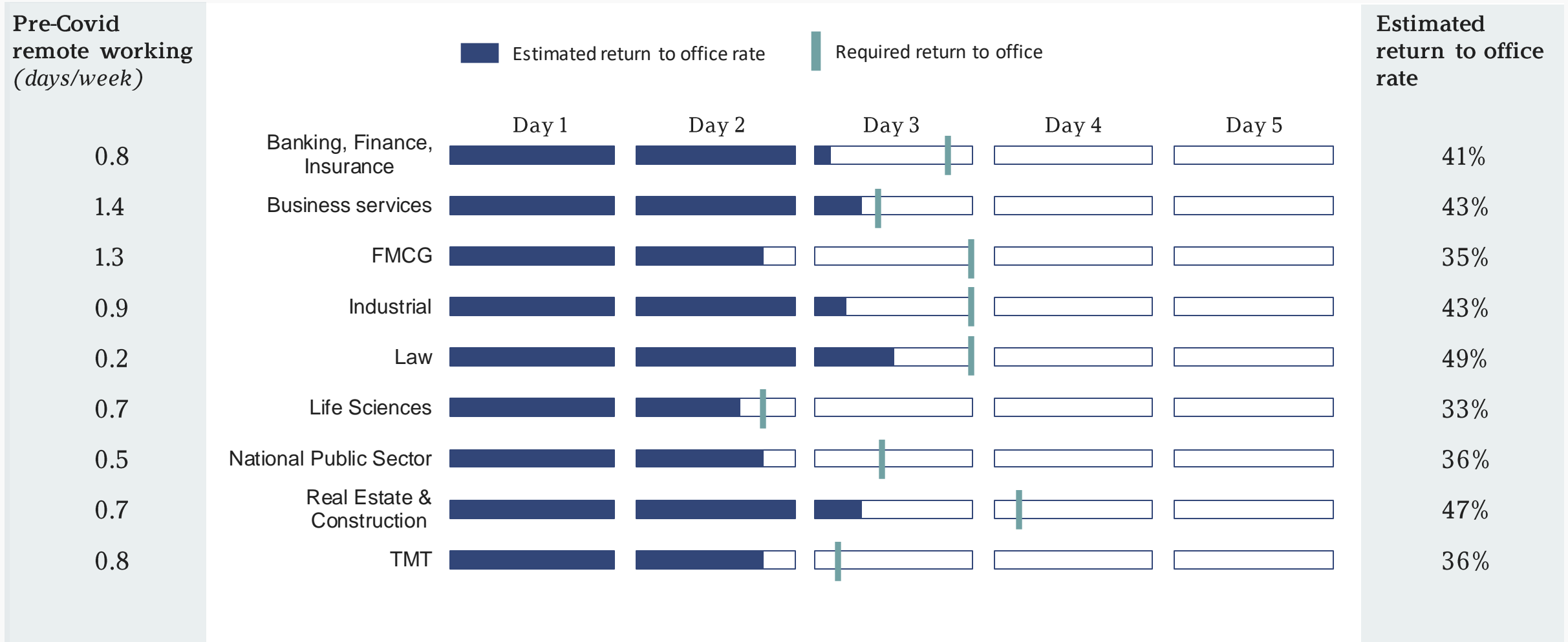
Pre- & post-Covid remote working allowance per week



Adoption of agile workplace strategy

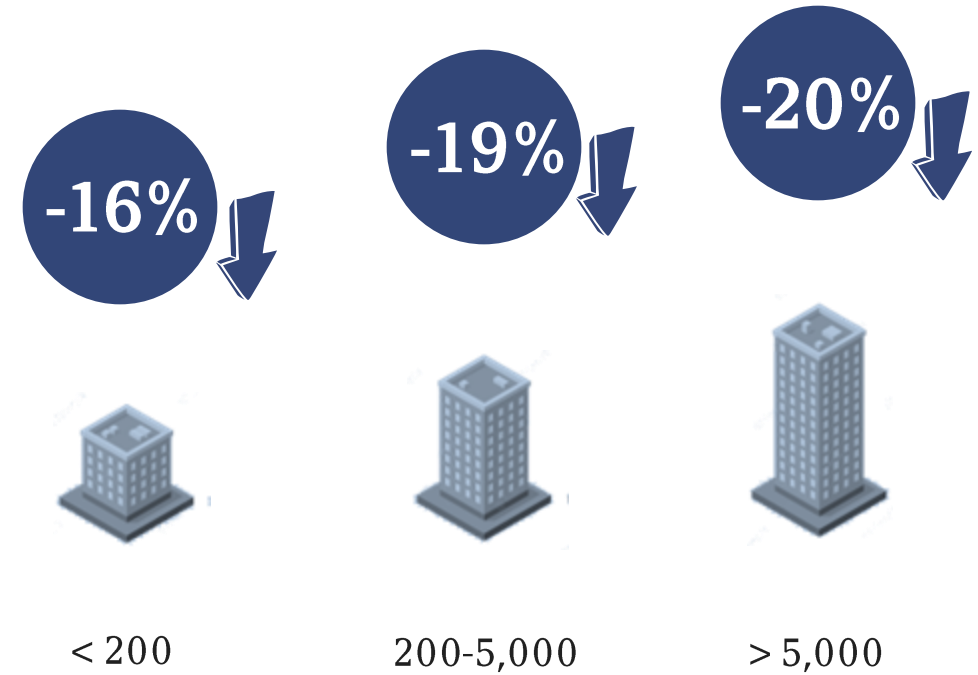
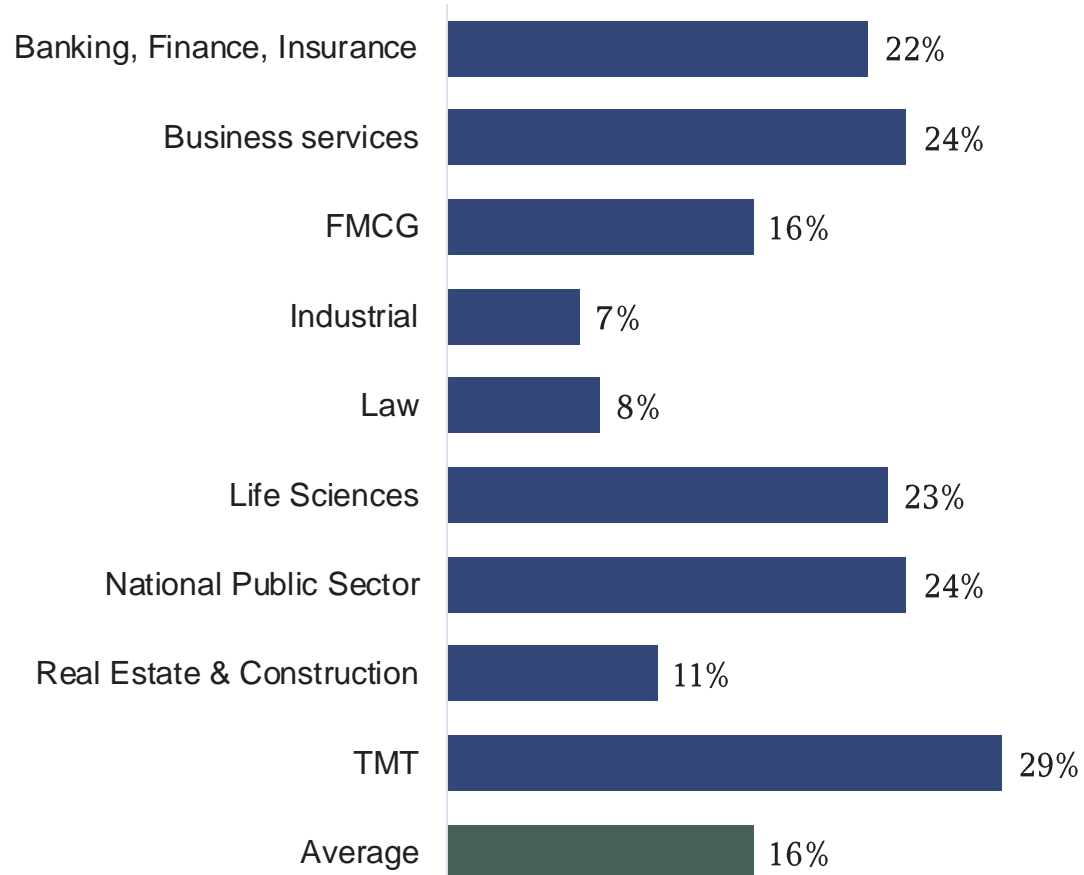


Return to office rates remain low and across all business sectors lower than the expected return to office set by the employers



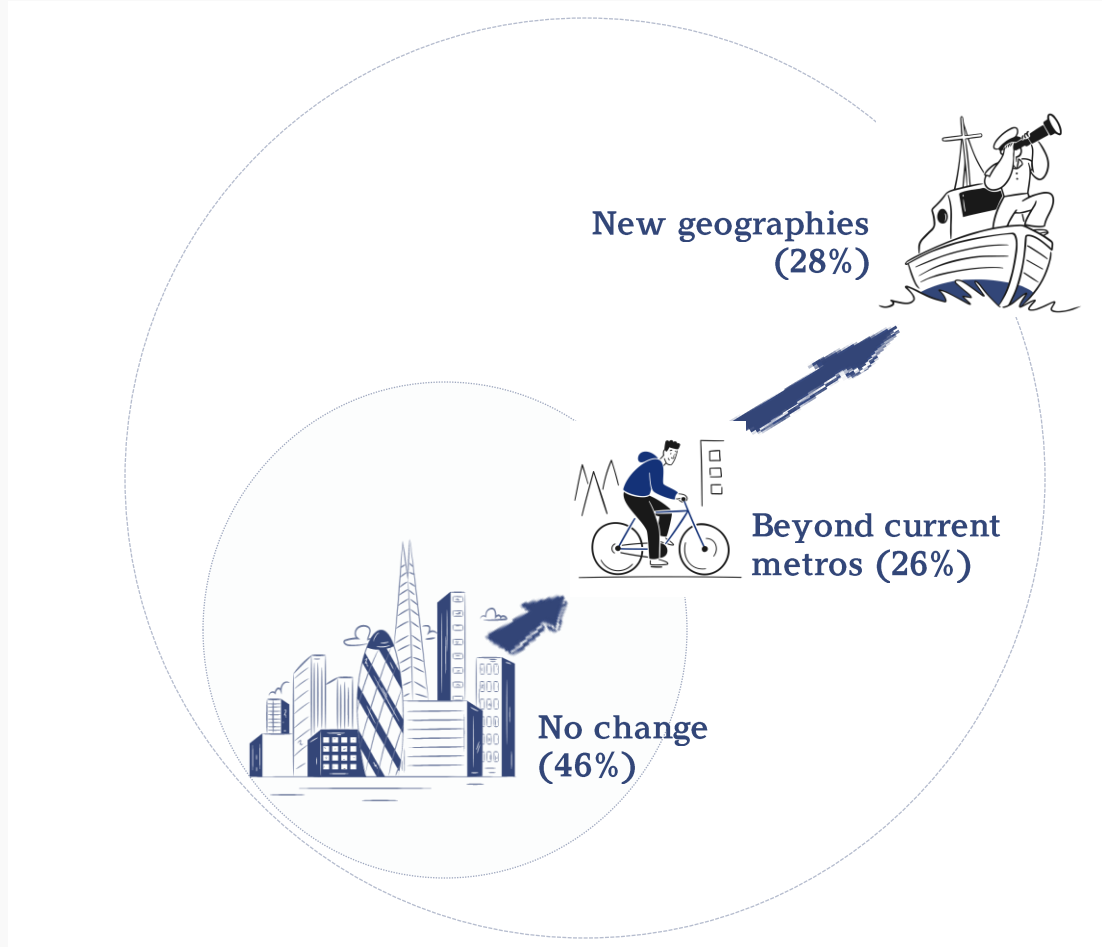
The estimated impact on real estate footprint remained stable over the past 12 months

Impact on real-estate footprint

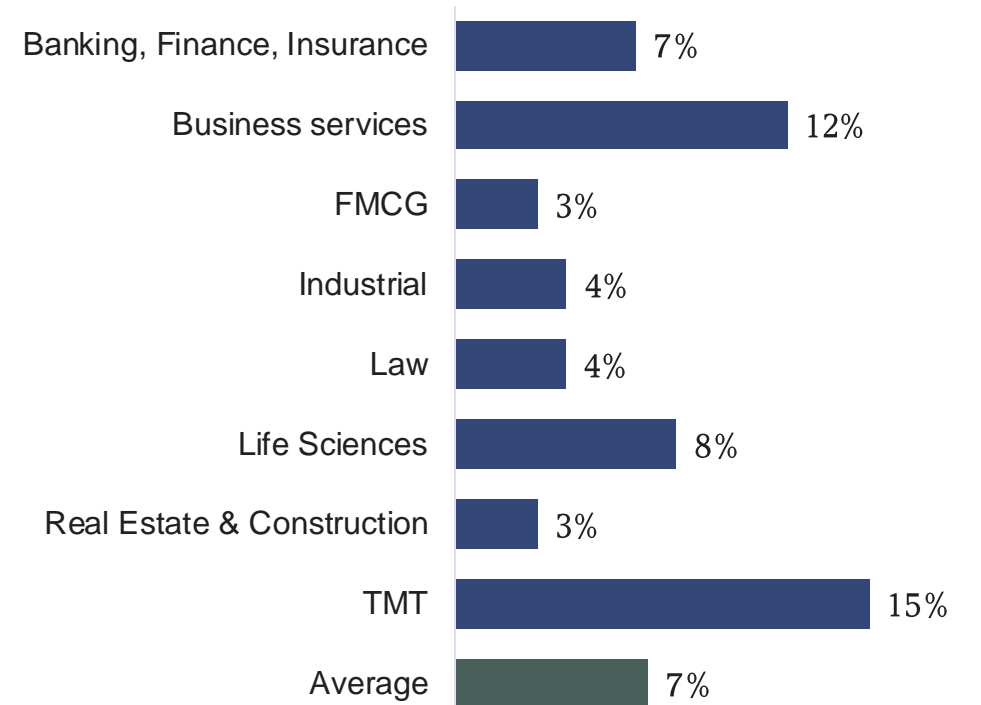


More than half of respondents are adjusting and expanding their recruitment strategy

Post-Covid recruitment strategy



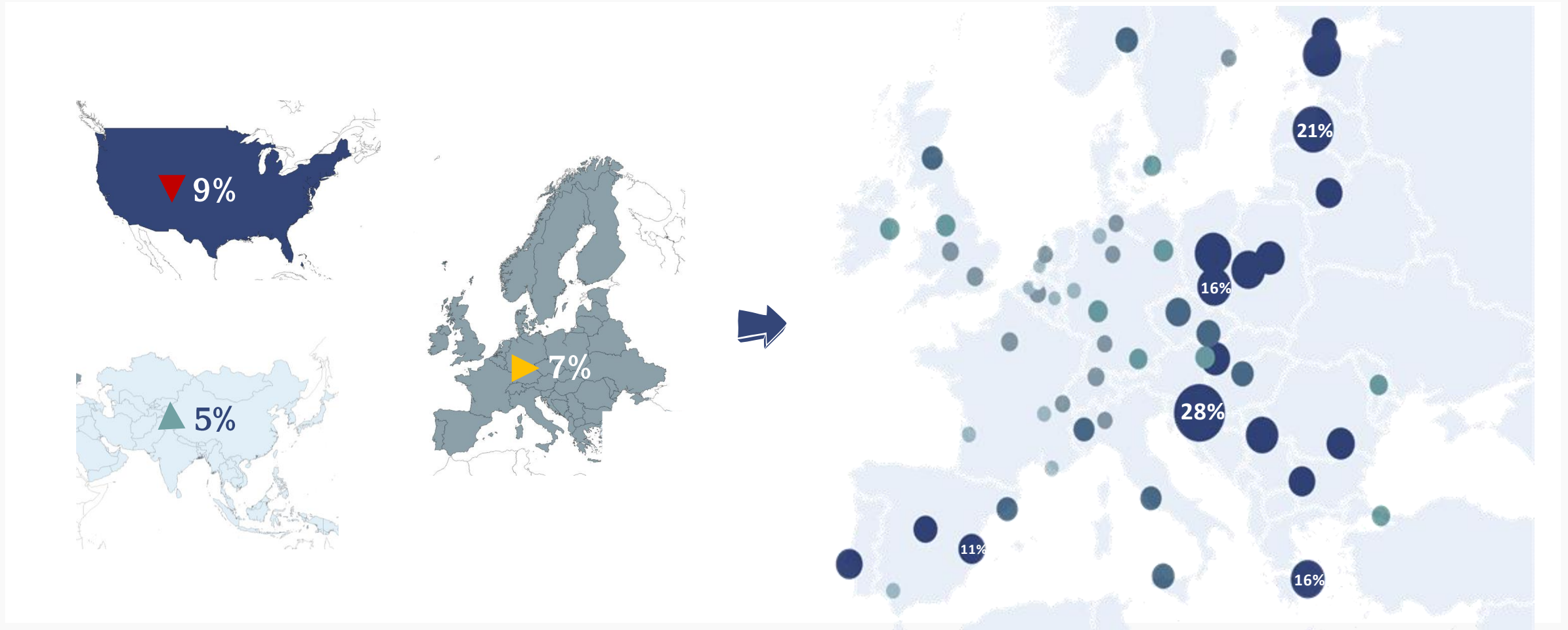
Share of LinkedIn remote job postings by business sector (globally)



Source: Urbanite research based on LinkedIn data in May 2022 with more than 3,300 companies analyzed.

After initial hype in the US, remote job offerings have decreased and remain stable in Europe.

Remote job postings



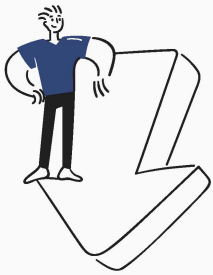
Source: Urbanite research based on LinkedIn data from November 2022.

Co-working locations are mostly used to manage space overflow and ad-hoc meetings & events

Reasons for the use of co-working spaces

68% of participants allow co-working spaces as flexible alternative real estate options.

Space Reduction



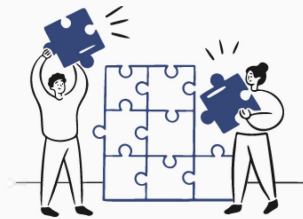
52% to reduce core office space and use co-working / flexible space as an overflow

Meetings



52% to provide access to on-demand meeting space

Flex



34% to replace traditional leases with co-working / flexible leases

Talent



30% to provide space closer to new talent pools (new cities, new countries)

Coverage



20% to increase coverage in a given metropolitan area (city)

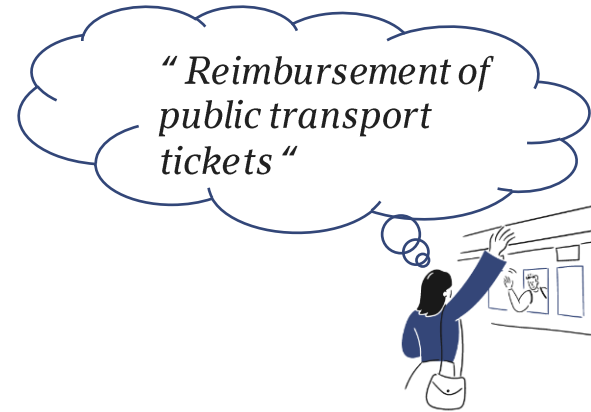
Encouraging soft mobility to office buildings is a growing commitment from occupiers

Policies, facilities, and services to support and encourage the use of soft mobility







Over 80% of respondents plan to improve and create new facilities and services to support soft mobility.

Over 60% of the carbon emissions of an office-based employee relate to commutes home-office.

Requirement for organizations under IFRS to report Scope3 emissions



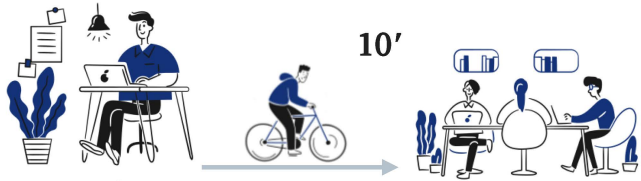
The larger the organisation the more it will increase its recruitment reach and remote options

	Small-size Companies (< 200) 	Medium-size Companies (200-5,000) 	Large-size Companies (> 5,000) 
Average weekly remote working allowance	2.1 days	 2.4 days	2.4 days
Share that will increase recruitment geographies	18%	 65%	58%
Share to allow use of co-working	45%	 62%	56%
Estimated impact on real-estate footprint (next 5 yrs)	-16%	-19%	-20%
Estimated return to office rate	46%	39%	40%

Choice of place, space and workplace will increasingly be distributed on a wider geography

Providing the right mix of places and workplaces to support the new normal

Home & community



Community
Co-working



Co-working
On demand

Café



Event & Innovation



30'-90'



Regional / Satellite office
Socialize & Collaborate
Individual work



Core office
Meet & Collaborate
Teamwork / Innovation

20'



Home-based
Virtual collaboration
Individual work



The convergence between workplace and hospitality is a 300-year-old idea

We primarily come to the office to meet and collaborate



Coffee and tea houses were the 17th century's key workplaces

Work takes place at home ; the “tea house” is for meetings.
Individual & collective benches booked for 1 hour to 1 week.
24h catering and concierge service.
Rooms available for longer business meetings.



Modern office with co-working space

Individual and meeting spaces can be booked.
Permanent offices for core requirements.
High-grade catering and services.
Convergence between hospitality and offices.



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