

Hybrid Workspace: Will Short Term Reactivity become Long Term Reality?

10th February 2022, 11am CET

Our Hosts



John Duckworth
Executive Director



Eelco Hoet
Managing Director



Our Presenters



James Rankin
Head of Research
and Insight



Ayumi Shimizu
Associate Director,
Sustainability



Our Panellists



Paul van der Bij
Real Estate Portfolio
Manager EMEA



Sara Veldhuizen
Head of Location
Development



Rob Boers
Europe West Real
Estate Leader



Eduard Schaepman
CEO & Founder



Agenda

11:00 hrs **Welcome & Introduction**

John Duckworth & Eelco Hoet

11:05 hrs **Presentation of data**

James Rankin & Ayumi Shimizu

11:20 hrs **Q & A / Panel Discussion**

11:55 hrs **Summary & Roundup**

John Duckworth & Eelco Hoet

Housekeeping

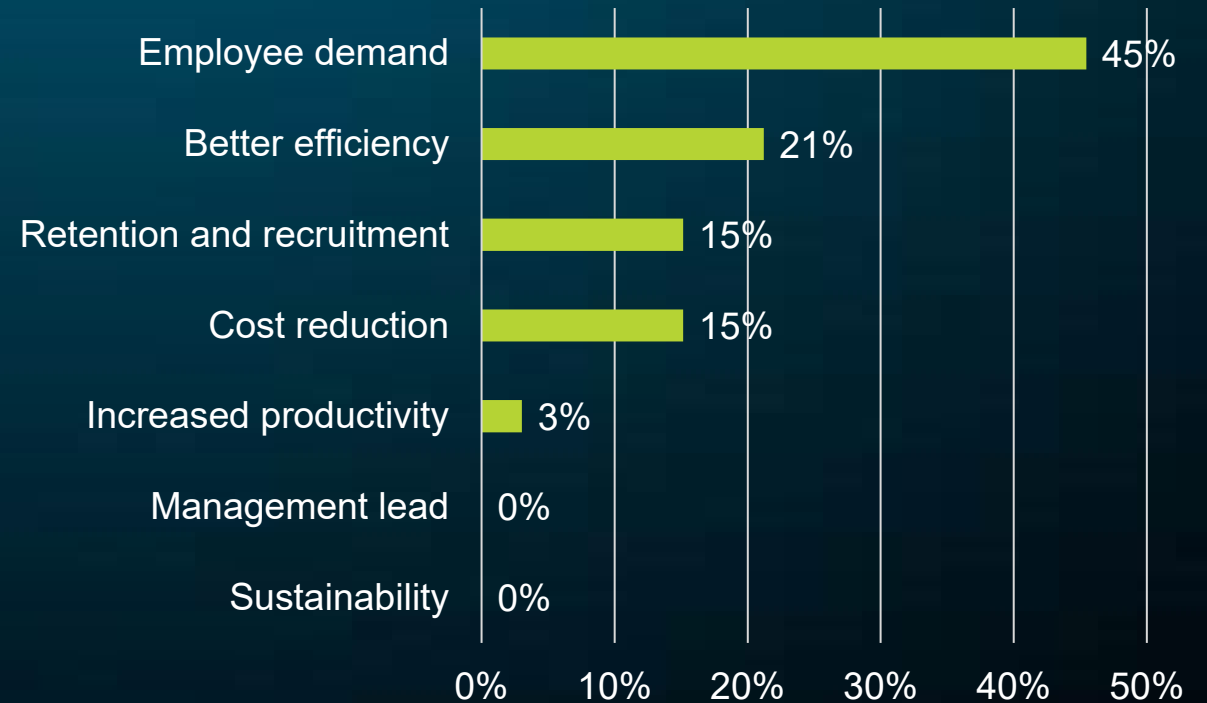
- Use the Q&A function to send in questions
- Use the Raise Hand function if you want to ask a question live
- You can ask questions in English or Dutch
- The webinar is being recorded

What do we mean by Hybrid?



5 days a week	Centralised	Central Office	Trains	Meeting rooms
Employee led	4 days a week	Homes	Coffee shops	
Management controlled	1 days a week	Out of the country	3 days a week	
2 days a week		Disaggregated	Drop in offices	

What do you think is the reason the majority of companies are looking into hybrid workplace models?



Myth vs. Truth

Why are employees coming back into the office: Collaboration, Meet with managers, To use the better facilities



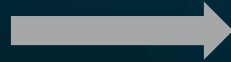
Why are employees coming back into the office: To get away from noise and distractions at home, To be seen by managers, To go out for food or drinks, To be more productive

Businesses have already made major changes to their strategy and portfolio.



Just 35% of businesses interviewed indicated they have made significant changes to date. 3 years from now this figure is expected to be 72% ⁽¹⁾

Talent will decide what happens next.



Just 9% of companies have decided to give employees total control on how and where they work. ⁽²⁾

The office will all be about collaboration.



The majority of employees are still using private space more than any other and open plan spaces are only becoming more unpopular. ^{(2) (3)}

(1) Instant ACT 2H 2021 Research

(2) Gensler 2021 Research

(3) Instant Flex Operator 2021 Research

What our clients are saying

With the future of hybrid working upon us, the stage is set for a new hybrid model integrating four elements of workplace: Human, Physical, Digital and Sustainable.

The four elements are defined as...



Human



Physical



Digital



Sustainable

46% of occupiers view improved wellness as a critical feature of their future workspace

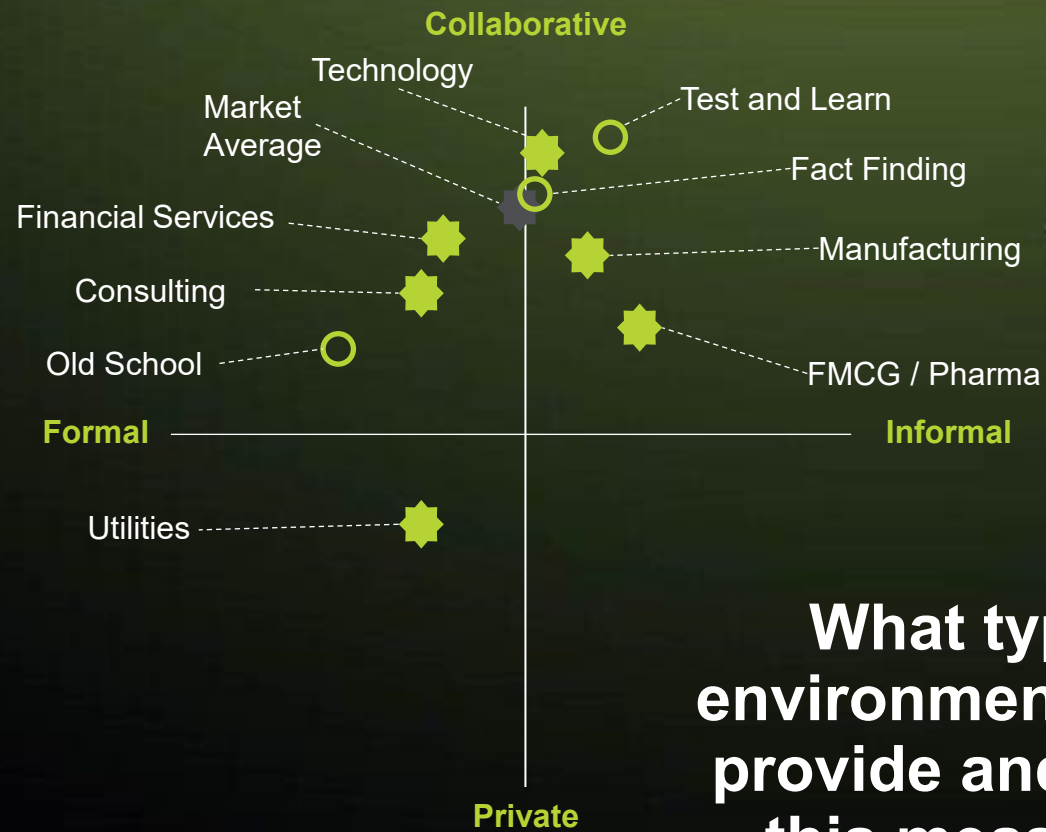
WHAT AMENITIES MOST BENEFIT EMPLOYEE EXPERIENCE?



Global ranking of amenities

OUTSIDE SPACE AND NATURAL LIGHT	1	ADJUSTABLE TEMPERATURE	2	IMPROVED AIR QUALITY	3
RELAXATION SPACES	4	FREE HEALTHY FOOD AND DRINK	5	ERGONOMIC FURNITURE	6
SHOWERS AND CHANGING FACILITIES	7	GYMS AND FITNESS SPACES	8	MORE HEALTH AND SAFETY EQUIPMENT	9

Importance of space type by customer



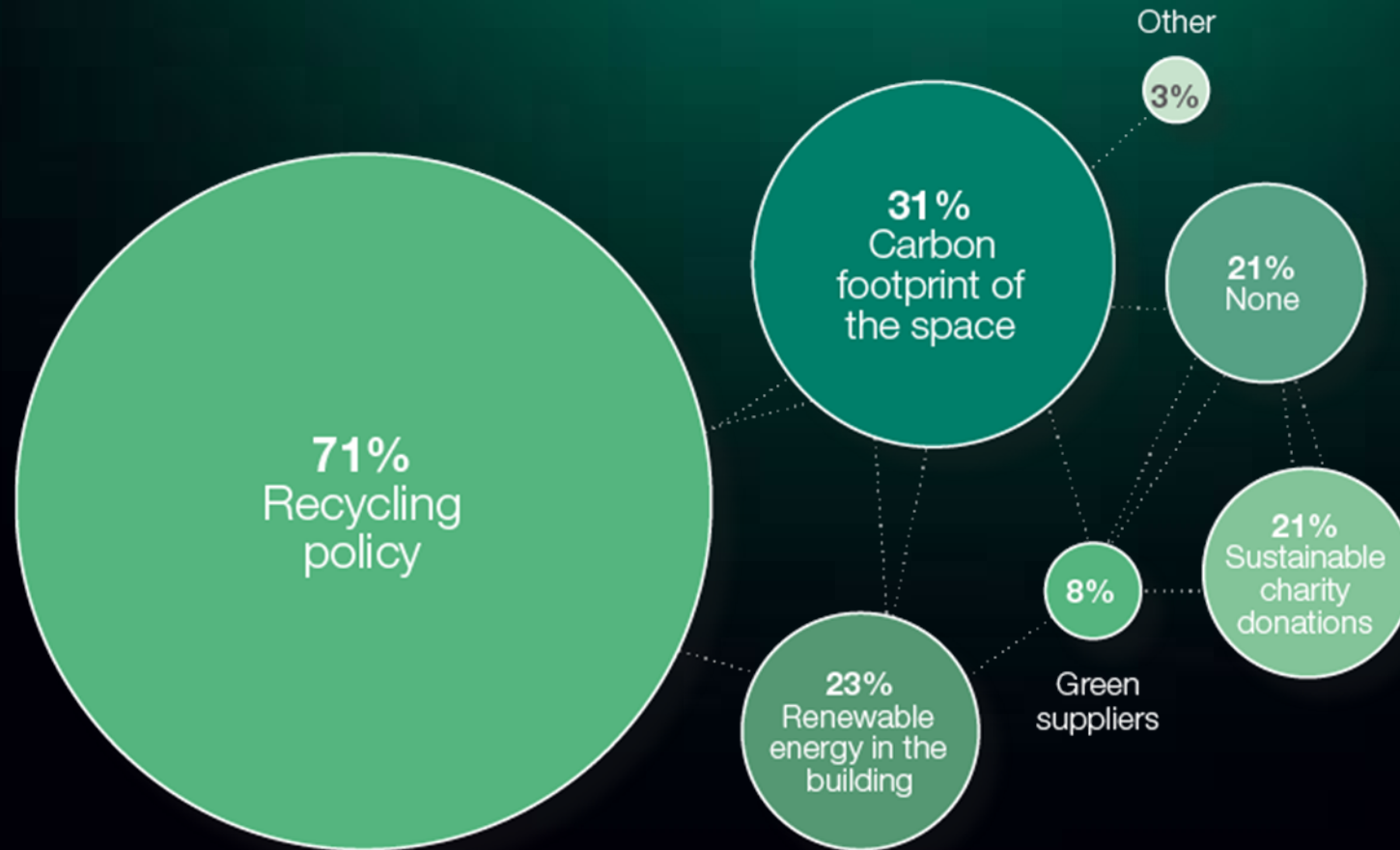
What type of environment do you provide and how is this measured?



Digital: The key ingredient to make Hybrid functional

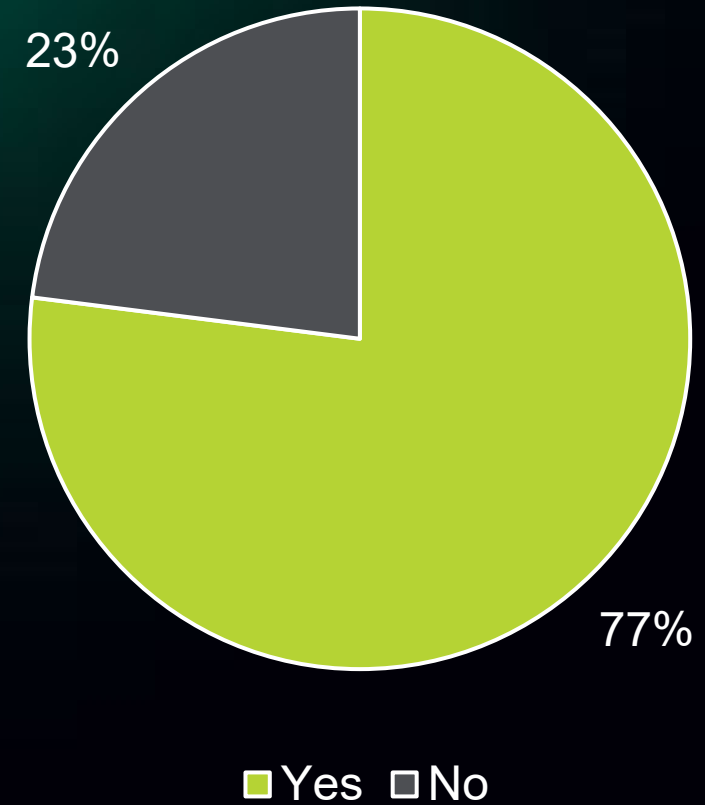


Sustainable: Which areas are important to occupiers?



As companies start to look at the impacts of their property portfolios and supply chain on the wider environment, what is your business strategy around Sustainability?

**Is sustainability
(*duurzaamheid*) currently
embedded in your
workplace strategy?**



Sustainable: Questions you should be asking

How do I ensure targets are disseminated across my operations and business value chain?

How do I compare to my peer group & sustainability market leaders?

Do our governance structures support our targets and ambition?

How can we ensure our strategy is evolving?

How do I ensure employees are engaged & actively supporting the sustainability agenda?

How do I build a roadmap to achieve sustainability targets?

What investments, skills and resource will be needed over time?

What frameworks should we use to report to our stakeholders?

How does our sustainability strategy align with climate science?

Q&A / Panel Discussion

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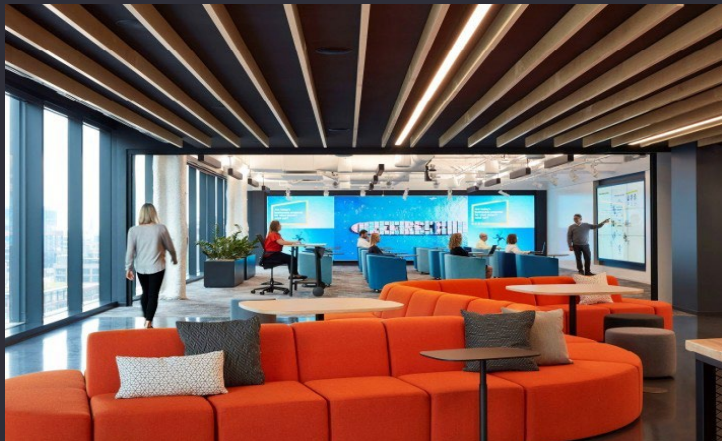
A **carbon
neutral** building

FASTNED



- **Founded in 2012**
- **Developing and operating large scale charging stations for EV's**
- **Currently operating over 180 stations in 6 countries**
- **Recently secured EUR 150 mln in funding**
- **Grown from 30 to 115 employees in 12 months**
- **Teams in 6 countries**
- **HQ in Amsterdam**







LOCATIONS

Inspiring workplaces.

Go where the business is.

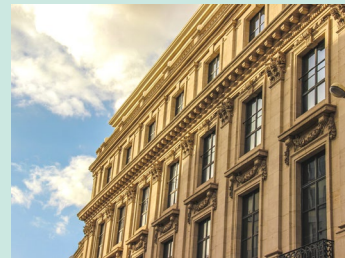
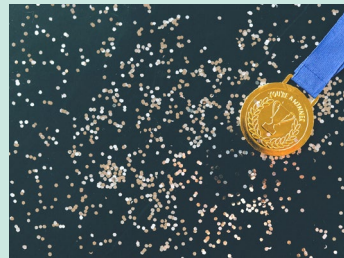


There are 19 unique Tribes locations across the Netherlands, Belgium & Germany. Each one uniquely inspired by a different indigenous or tribal community from around the world.





Tribes Inspiring Workplaces



TRIBES LAUNCHES 2015

The Tribes concept is born, changing the workplace forever. Our network begins to grow from Amsterdam to Rotterdam

BEGIAN EXPANSION 2015

We open our doors across the Belgian capital bringing our Tribal inspiration to Brussels City Centre & Airport.

BEST NATIONAL FLEXIBLE WORKPLACE 2015 + 2017

We become an award winning workspace provider...TWICE!

GERMAN EXPANSION 2018

The first of our 4 German locations opens it's doors .

WELL BEING AWARD 2021

Our Covid-19 response and unrivalled hospitality experience earns us the WorkThere wellbeing award.

Thank You

Rethinking Workspace.

About MYSS

MYSS optimises, secures and manages real estate and facility services for its clients. We advise, implement projects and take care of your organisation's day-to-day business affairs.

Our mission is to translate the strategy of our clients into actionable projects and enable the alignment between Business, Facilities and Management. Allowing you to focus on your core business.

www.myss.nl

About The Instant Group & Incendium

The Instant Group has been rethinking workspace since 1999 with over 250 experts across more than 150 countries. Instant enables agility and operational resilience for businesses of all sizes from inception through to delivery and management.

The global team advises on commercial real estate solutions from coworking and serviced offices to fully customised managed offices, modular office builds and portfolio strategy. Clients include Amex, Barclays, Prudential, Booking.com, Shell and Jaguar Land Rover.

As part of The Instant Group, Incendium provides clients with real estate procurement, consulting, talent and change management programmes that enable organisations to use real estate as a catalyst of agility, performance and value.

www.theinstantgroup.com | www.incendiumconsulting.com

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RETHINKING WORKSPACE

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