



Hybrid Work at Ericsson Sweden

Date: 2023-09-04

Agenda



- **General Information – Summary**
- **Kista Campus**
- **Peak Presence Sweden**
- **Challenges and Topics of Interest (Global)**
- **Local to´topics**



Summary

Summary from Hybrid Work at Ericsson Sweden



- Back to the office without restrictions happened on 4th of April, 2022
- About 50/50 on an annual basis (evaluation based on competence, tools, role, tasks, projects, etc)
- Dual screens on all R&D workplaces (desks)
- Home office package (desk, chair, lamp, screens, keyboard, mouse)
- Flexible seating (most places) in the office
 - On one site: if you are at the office 4-5 days/week then fixed seat otherwise flexible seating
 - App 60% desks of the workforce (some variations exists) - 60 desks/100 employees
- Increased number of mini-meeting rooms
- Some areas are using Flowscape
 - Book workspace, conference room (integrated with outlook)
 - Un-occupied mini-meetingrooms/phonebooths visible (not everywhere)



Kista Campus

Kista Campus recent additions



Open Box
Heart of the Campus



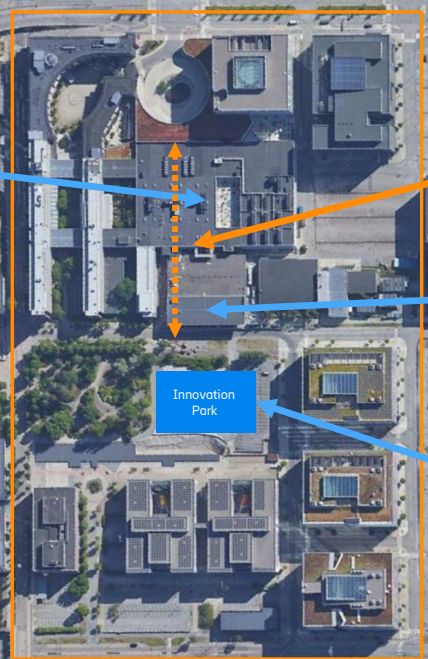
Campus Link
Connecting the Campus



Imagine Studio

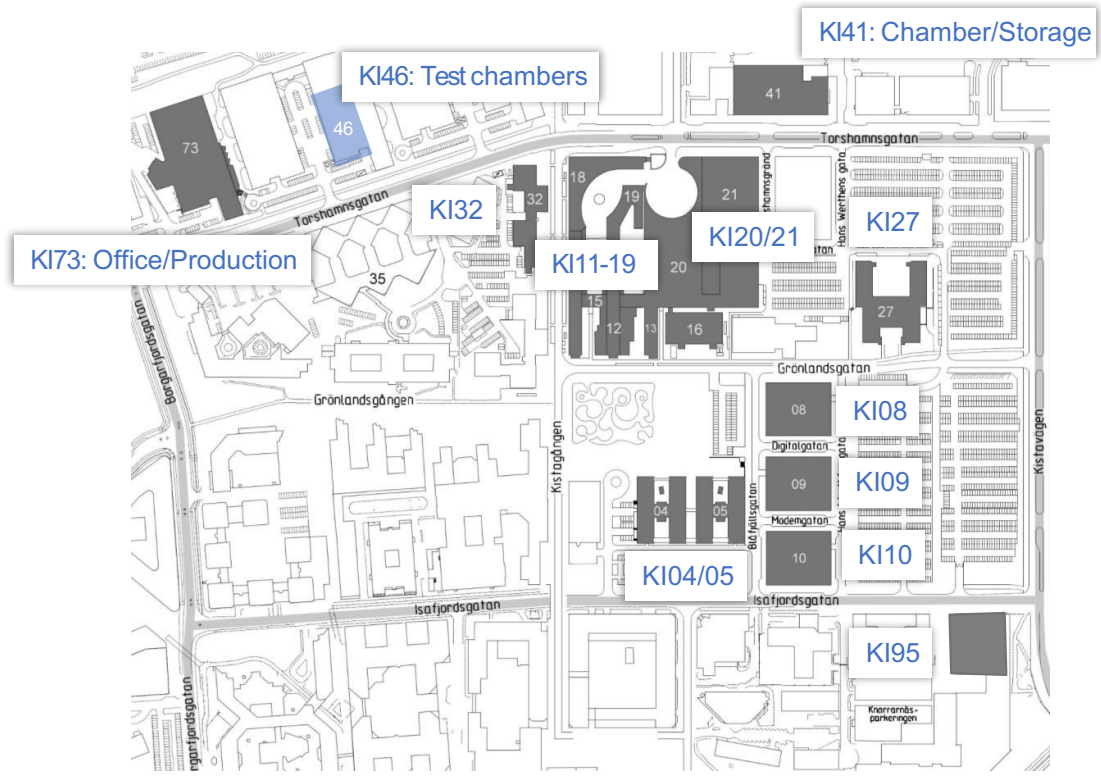


Innovation Park





Kista Real Estate Strategy: Our buildings today



Building:	WS	% på WS
SEKI04-05	1 589	16%
SEKI08	1 363	14%
SEKI09	892	9%
SEKI10	1 274	13%
SEKI11-19	1 662	17%
SEKI20	0	0%
SEKI21	939	10%
SEKI27	1 266	13%
SEKI32	180	2%
SEKI73	345	4%
SEKI95	278	3%
Grand Total	9 788	100%



Peak Presence Sweden

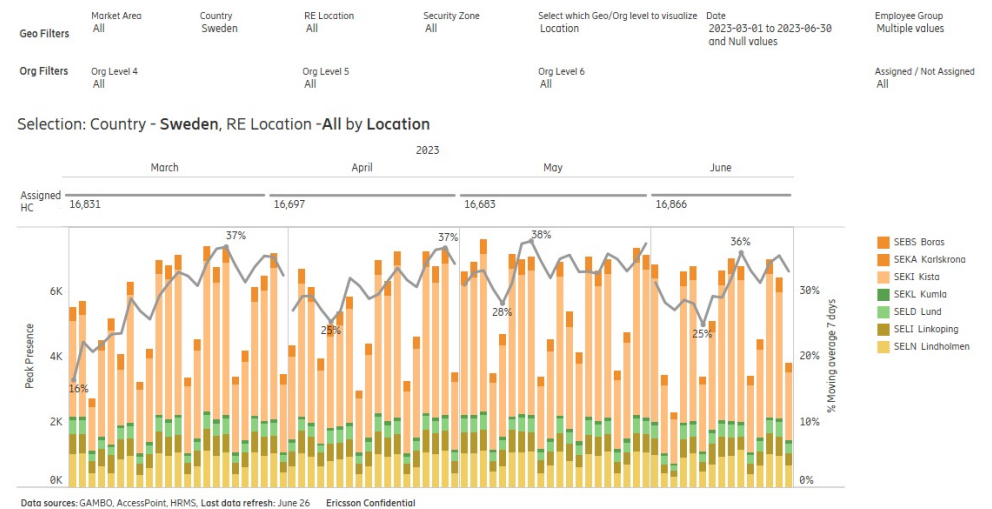
Office Peak Presence week [w321 - 325]



Highest Peak Presence in the office						
Location	Pre-Pandemic	W321	W322	W323	W324	W325
Kista	75%	40%	42%	39%	41%	40%
Borås	N/A*	52%	48%	49%	46%	47%
Karlskrona	73%	45%	43%	41%	43%	40%
Kumla	79%	90%	83%	75%	82%	80%
Lund	78%	43%	43%	41%	39%	44%
Linköping	77%	57%	53%	49%	56%	58%
Lindholmen	74%	45%	45%	41%	46%	41%

*Borås lacks data for pre-pandemic as they have undergone a transformation.

Workforce Daily Peak Presence

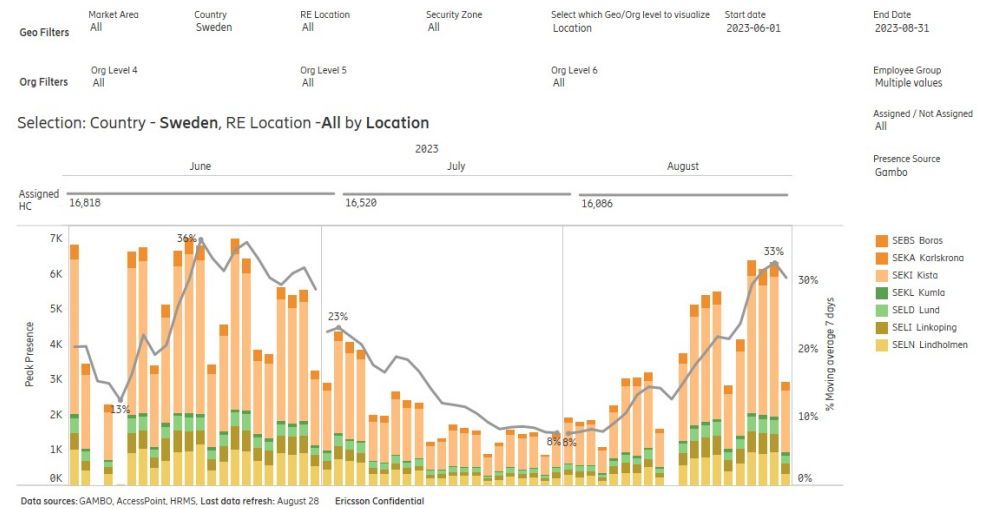


Office Peak Presence week [w330 - 334]



Highest Peak Presence in the office						
Location	Pre-Pandemic	W330	W331	W332	W333	W334
Kista	75%	8%	11%	19%	31%	38%
Borås	N/A*	13%	15%	25%	40%	54%
Karlskrona	73%	13%	14%	24%	36%	45%
Kumla	79%	16%	30%	52%	72%	82%
Lund	78%	13%	15%	25%	36%	43%
Linköping	77%	10%	15%	26%	52%	56%
Lindholmen	74%	10%	12%	22%	34%	40%

Workforce Daily Peak Presence



*Borås lacks data for pre-pandemic as they have undergone a transformation.

Topics around presence



- Sweden relatively high (compared to Ericsson globally)
- Indications of global trends
 - Companies more and more towards the office (is this correct?)
- HW near has higher presence
 - Supply is high
 - R&D higher than non-R&D
- Pre-pandemic presence about 75%
- Fluctuations are high comparing different weekdays
 - Tuesdays, Wednesdays and Thursdays are highest
- One size doesn't fit all
 - Depending on task, role, org, personality, pre-requisites (social/private situation)



Challenges and topics of interest (global)

- Report – can we share?
- [How flexibility and technology are changing the way we work - Ericsson](#)

Challenges and topics of interest



- Flexibility is the new work life currency
 - Employees demand a healthier relationship with their jobs through a more flexible hybrid work setup enabled by technology.
- Digital technologies renew employee confidence
 - Technology offers functional and psychological benefits for employees, but continuous upskilling is needed to use its benefits fully.
- Decision makers and employees are increasingly at odds over technology
 - Technologies bring vast benefits for companies, but only if employees are able to use appropriate digital tools
- Flexible workplaces may come at the cost of increased surveillance
 - Monitoring technology requires regulated, secure and transparent data-sharing to maintain employee trust
- Globalized labor markets bring talent and concerns to employers
 - The expanding pools of talent and their potential in shaping the workforce are viewed differently in emerging compared to mature markets.



Local topics

Date: 2023-04-12 – All

Local topics



- How does our office behavior impact our office environment
 - Bringing our home-office behavior to the Ericsson office
 - Perceived lack of mini-meeting rooms/phonebooths
 - Loud environment in open landscape (higher than before the pandemic????)
- Expectations/persceptions vs reality
 - Presence, social interaction, team/project cohesiveness,
- Global organization (line, project, program)
- Threshold of the office commute
 - Cost in time and money
- Higher demands on amenities
 - Better coffee, better lunch options, services close to the office, activities, parking
- Technology
 - Not the same everywhere (conf-rooms, phonebooths, etc). Tech/person behavior (meetings)
- Strategic office size/location
 - What is happening around us (at the different sites in Sweden). Reductions/concentration/move?

