Hybrid Work at Ericsson

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Agenda

- **Hybrid work at Ericsson**
- **Presence Sweden**
- **"Local" topics**

Hybrid work Guidelines

"Our office spaces are not just workstations; they are where our culture, values and innovation take shape. It's where we learn from each other, innovate, solve complex problems and strengthen relationships with colleagues. When you think about working for Ericsson, I want you to have an "office first" mindset and think of the office as where your best work happens in collaboration with your colleagues." says **Börje Ekholm, CEO.**

Key points from the guidelines

- Ericsson will continue to offer flexible working – we want our people to have an **office first mindset** where we are intentional about how and where we spend our time according to business needs.

- We will move **from a 50/50 approach to a 60/40 approach** where we envisage that office-based employees will spend an average of three days per week—60 percent of their working time—in the office and reserve their remote workdays for uninterrupted focus work and online meetings.

- The **guideline's application will be set at Market Area/Business Area/Group Function level where role, task and needs will be considered**. Your leader will guide your team and help coordinate office time to maximize the benefits of hybrid working.

- All employees should consider their performance and development goals and how their goals will be most successfully achieved by intentional office or home working time. Employees and managers are expected to discuss goal setting and the office-first policy to ensure alignment.

Why office time matters

- Our office spaces are not just workstations; they are where our culture, values and innovation take shape. It's where we learn from each other, innovate, solve complex problems and strengthen relationships with colleagues.

- When we think about working for Ericsson, we need to have an "office first" mindset and think of the office as where your best work happens in collaboration with our colleagues.

- An office-first mindset gives us the opportunity to foster a conducive environment for brainstorming sessions, quick discussions, and spontaneous idea sharing, bouncing ideas off each other, sparking creativity and building each other's insights seamlessly. Not to forget that we have teammates spread across the globe, so most meetings will still have a mix of office and remote attendees. Therefore, it's key that we are extra vigilant in maintaining inclusive meeting behaviors.

- In addition, being in office also allows us to connect with other colleagues outside of your teams, onboard new colleagues, share learnings, feel the sense of belonging and connection to a strong and sustainable Ericsson culture.

> "It is worth remembering that all of us have two jobs. One is the task at hand, i.e., the job we were hired to do. The other is equally important and that is to support the total Ericsson, such as building our culture, driving innovation, and training colleagues."
> Börje Ekholm

Presence Sweden

Office presence

- Looking at Peak Presence, Unique Presence and utilization (Head Count/workstation)
  - Also, Wi-Fi connections, parking, usage of conf-equipment, Lunches served, etc ....
- Increase of 15-20% in unique presence since after the summer (2024)
- Fluctuations between weekdays are high
  - Tuesdays, Wednesdays and Thursdays are highest
- Differences between sites in Sweden and with global sites
- R&D higher than non-R&D
  - HW-near R&D has higher presence
  - Supply is high

"Local" topics

"Local" topics – same over time....

- How does our office behavior impact our office environment
  - Bringing our home-office behavior/expectations to the Ericsson office
  - Lack of mini-meeting rooms/phonebooths/workstations – individual behaviors
  - Perceived loud environment in open landscape
  - Longer time in small/non-ergonomic rooms/phonebooths
- Management vs individual expectations
  - Presence numbers, social interaction, team/project cohesiveness, innovation, sense of belonging, flexibility
- Global organization – fragmentations (line, project, program)
- Threshhold 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)
- How do we measure our soft values? – collaboration, culture, networking, onboarding, innovation, cross-comm,....