

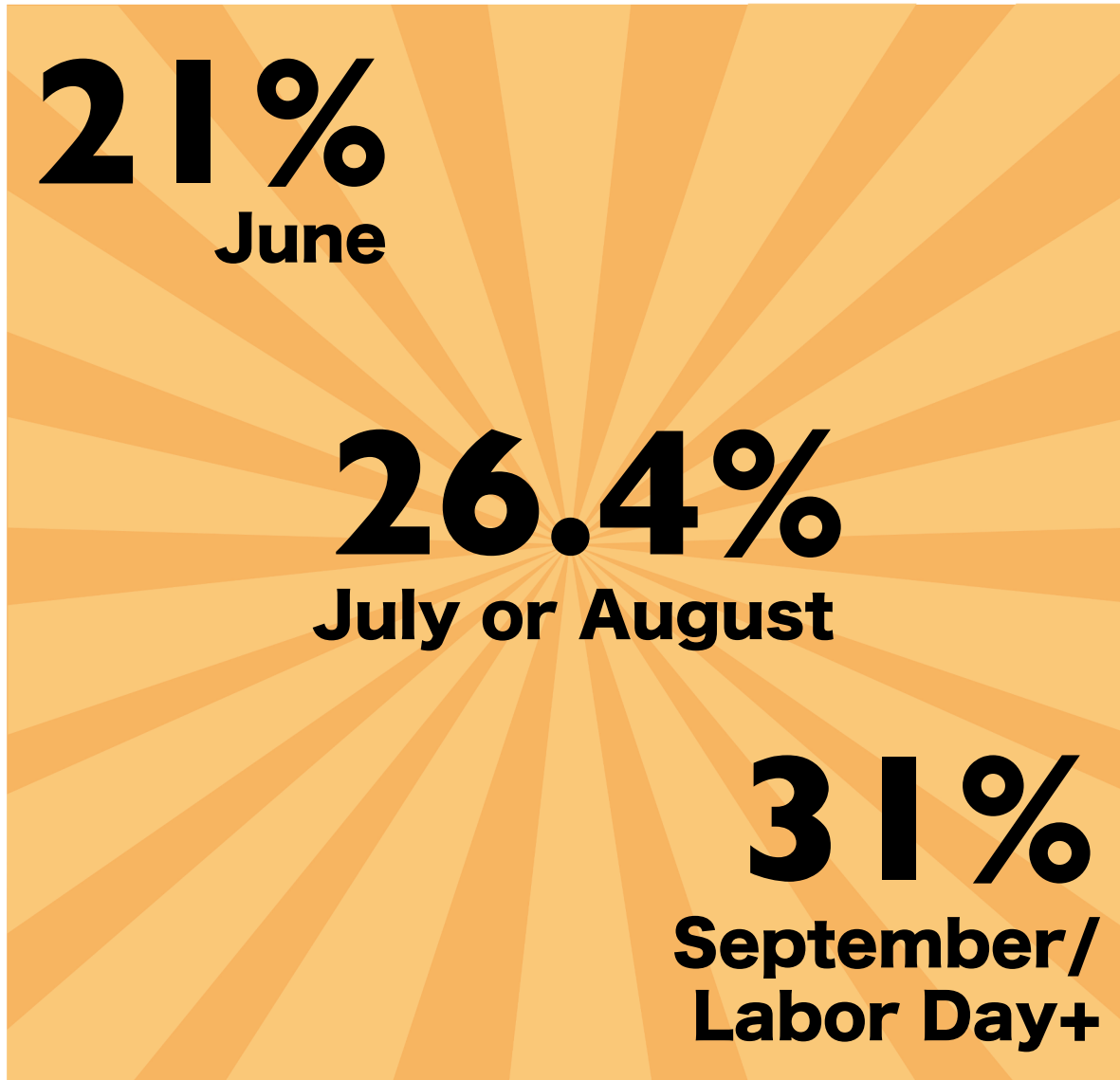


Returning to the office: *May update*

NAREIM members outline their return to office, vaccination, benefits and annual meeting strategies

Real estate investment management best practices and NAREIM member survey. May 2021.

RETURN: Date earmarked for a partial or full return to office

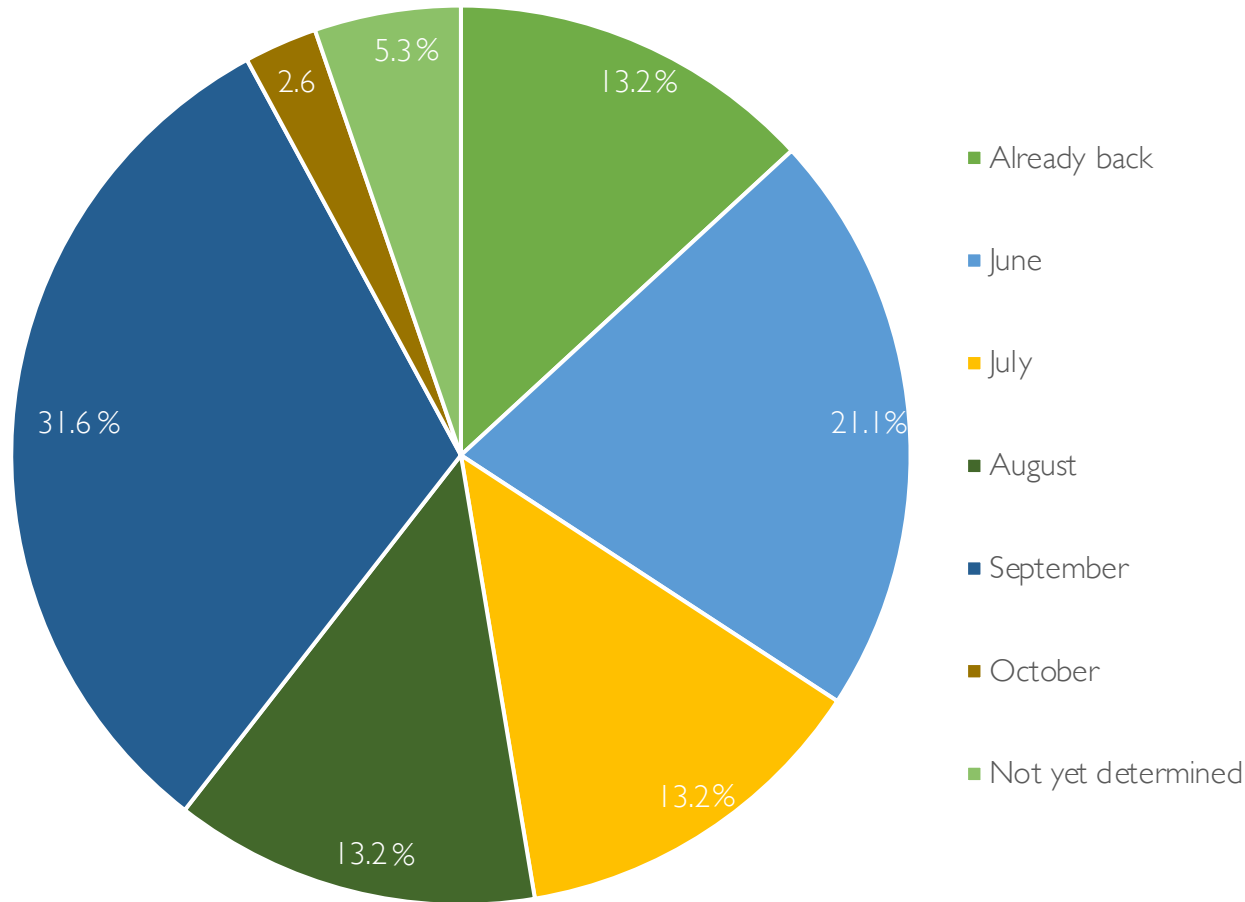


More than half of NAREIM members said they were planning a partial or full return to the office for July, August or September – a similar percentage when the survey was last conducted in March.

The results though highlight that NAREIM members have become more certain in their plans, with just 2% still considering their return timelines, compared to 18% in March, and an increasing number of firms saying 2021 was the year to target a majority or full return to the office.

RETURN: Date earmarked for a partial or full return to office

A third of NAREIM members said they were planning for a majority return to the office for September or after Labor Day, with another quarter earmarking July and August for a significant return to the workplace. One in five managers are getting the majority of their teams back in person in June.



of employees within
your company, real estate
employees only

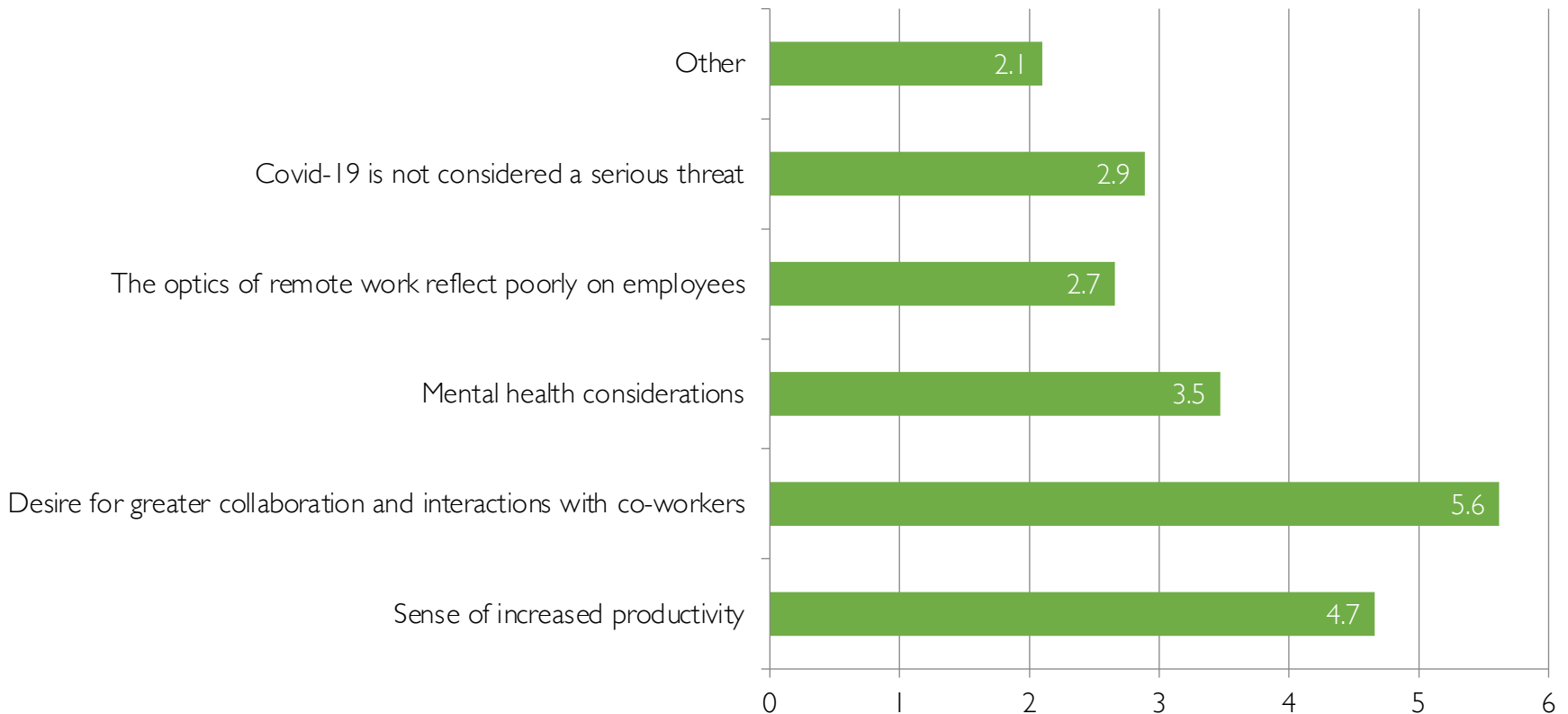
Total #: 10,992
Median #: 140



EMPLOYEE METRICS: Drivers of return

Top drivers for employees returning to the office

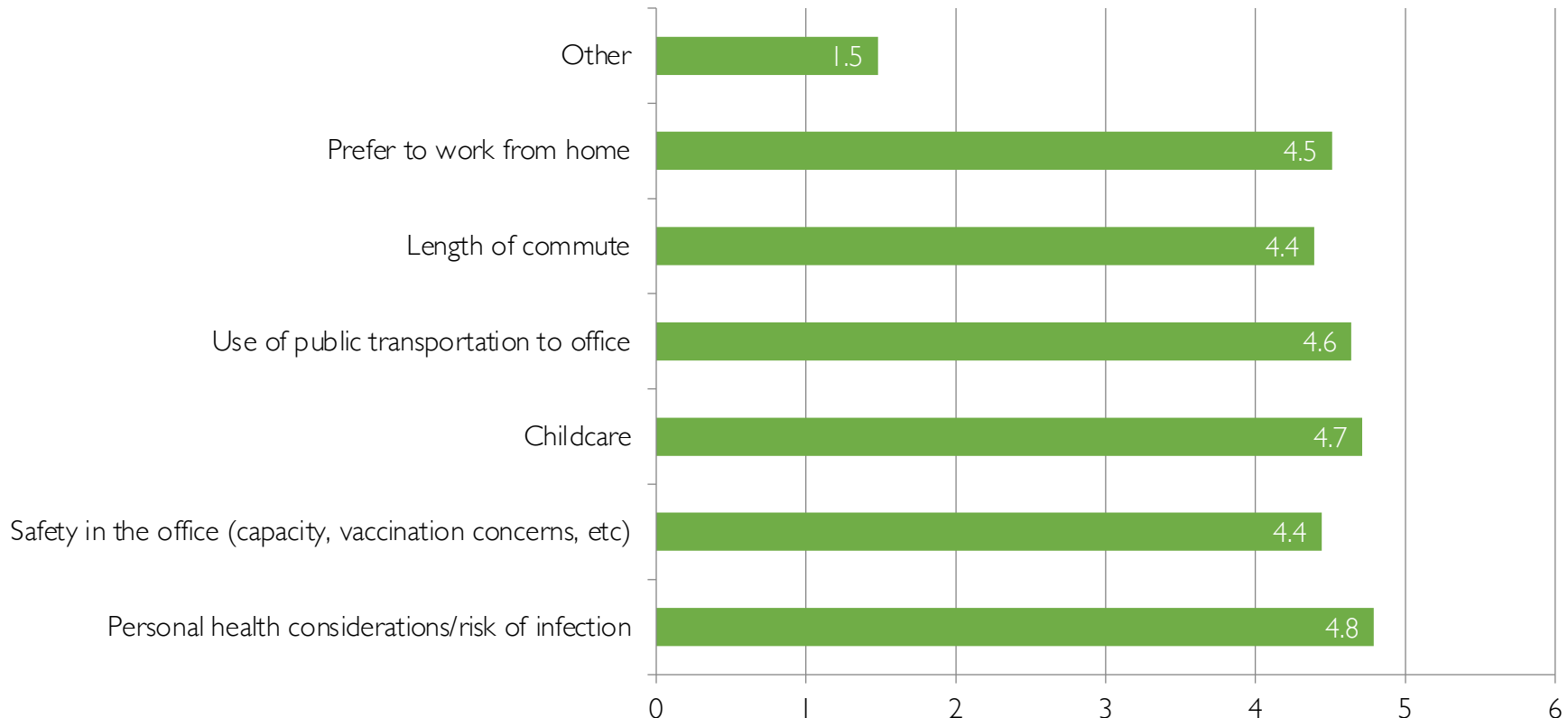
NAREIM members were asked to rank the drivers for employees returning to the workplace in priority order. The higher the score, the more important the issue was deemed to be to employees when considering a partial or full return to the office



EMPLOYEE METRICS: Concerns amid return

Top employee concerns for returning to the office

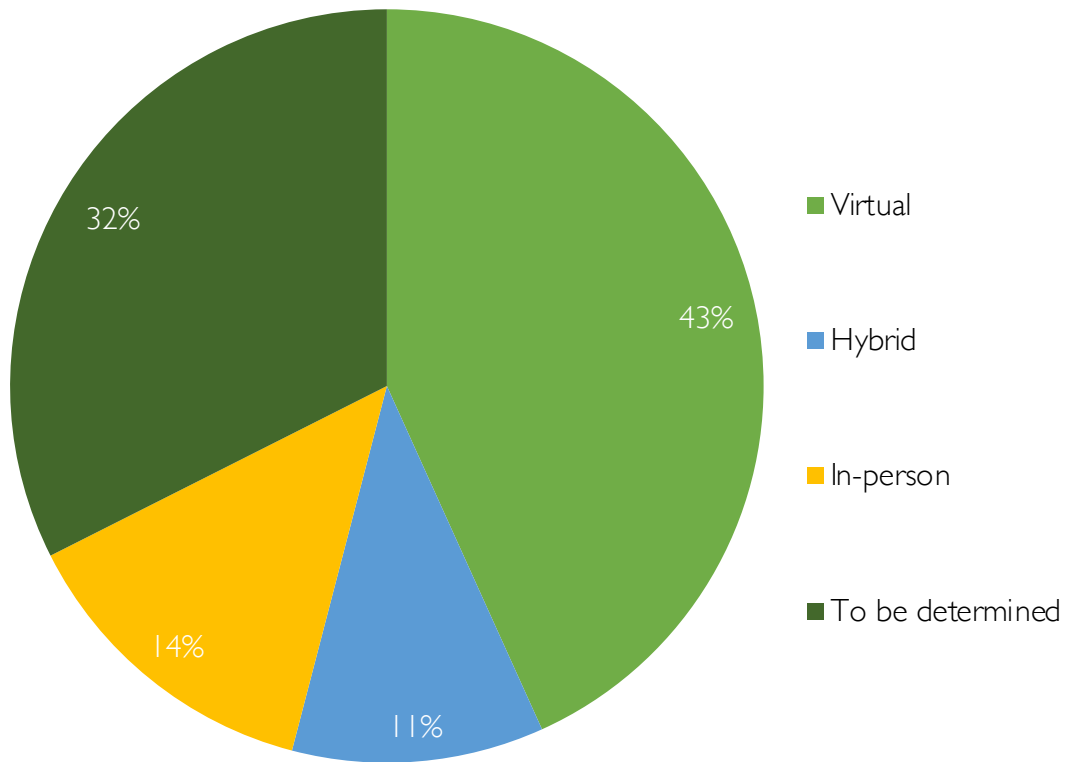
NAREIM members were asked to rank employee concerns in priority order. The higher the score, the more important the issue was deemed to be to employees when considering a partial or full return to the office



Annual meetings

As part of the return to office survey, NAREIM members were also asked about whether they would hold their annual investor meeting virtually, in-person or as a hybrid

Is your 2021 annual investor meeting being held virtually, in-person or hybrid?



NAREIM

NAREIM is the industry association dedicated to the business of real estate investment management. Founded in 1990, NAREIM today represents real estate investment management firms with combined assets under management of more than \$2 trillion. For 30 years, NAREIM has been the home of real estate investment management benchmarking and best practices, where investment managers learn and share intelligence to drive investment returns and business performance.

NAREIM member surveys

NAREIM members often reach out to ask their peers about pressing concerns impacting their business. Return to the office is one such challenge facing the real estate investment management industry today and we invited members to share their best practices regarding return strategies between May 14 and 17, 2021.

A total of 38 member organizations submitted data with total real estate employee count of 10,992 and a median employee count of 140.

All survey answers are provided anonymously - to both fellow members and NAREIM.
For more information on the surveys please contact Zoe Hughes, CEO, zhughes@nareim.org.

