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# Beyond the Headlines: What Occupiers Are Really Thinking

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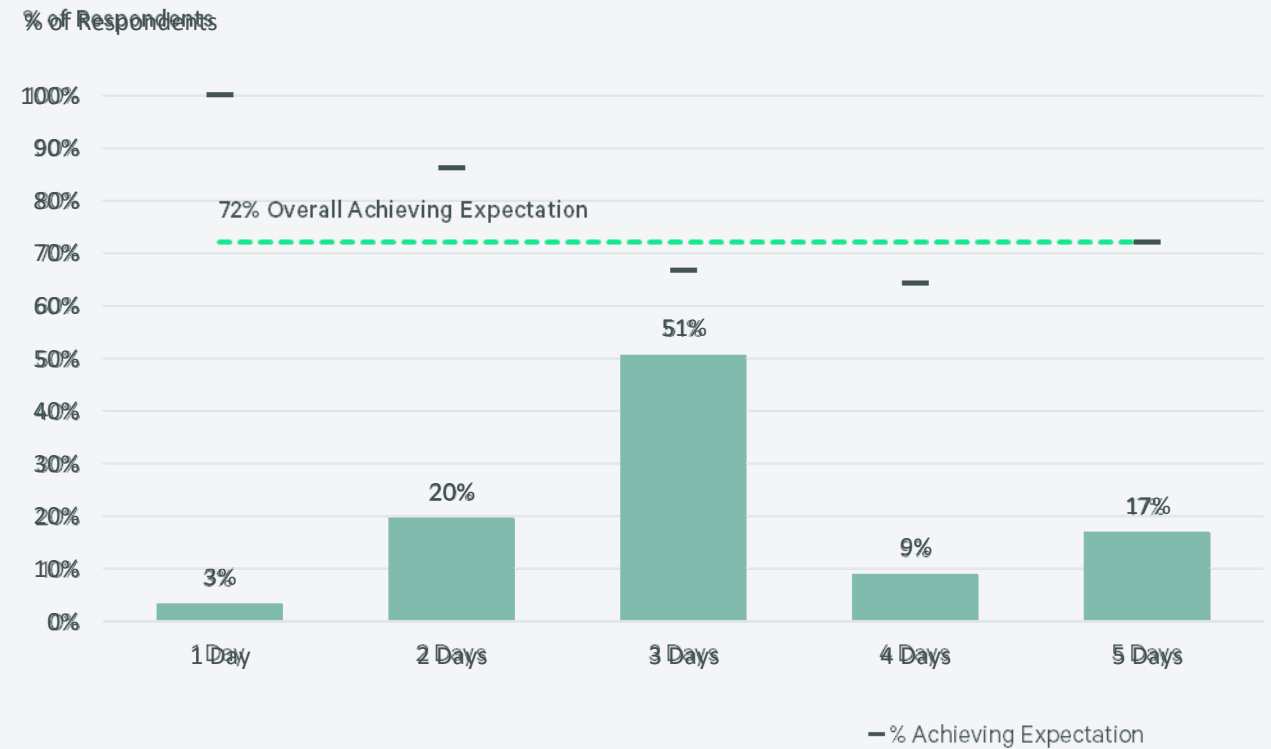
# More Organizations Are Achieving Desired Office Attendance

*The office is and will be a critical element of company culture – smaller companies more likely to achieve expectations today.*

## Trends around Office Attendance

- 1) Measurement and enforcement of policies growing
- 2) Employer Desire to Increase Attendance Persists
- 3) Focus on Purpose

FIGURE 1: Employer Expectations and Achievement Rates for Office Attendance



Source: CBRE Research, 2025 Americas Occupier Sentiment Survey, Q2 2025.

# Workplace Experience Matters

*Organizations are now realizing how much WX matters at work and the role real estate can play in shaping it*

## Attract and Retain Top Talent

... who are seeking more than a job, but a community where they are:

- Valued by the organization
- Proud of their work and impact
- Have opportunity to develop and grow their career

## Optimize Organizational Performance

... through human-centric design that supports:

- Ease of work
- Effective time use
- Cross-functional collaboration

## Maximize Resources Effectively

... that optimize real estate investment for highest impact:

- Efficient and effective financial investments
- Flexible design strategy
- Smart space utilization

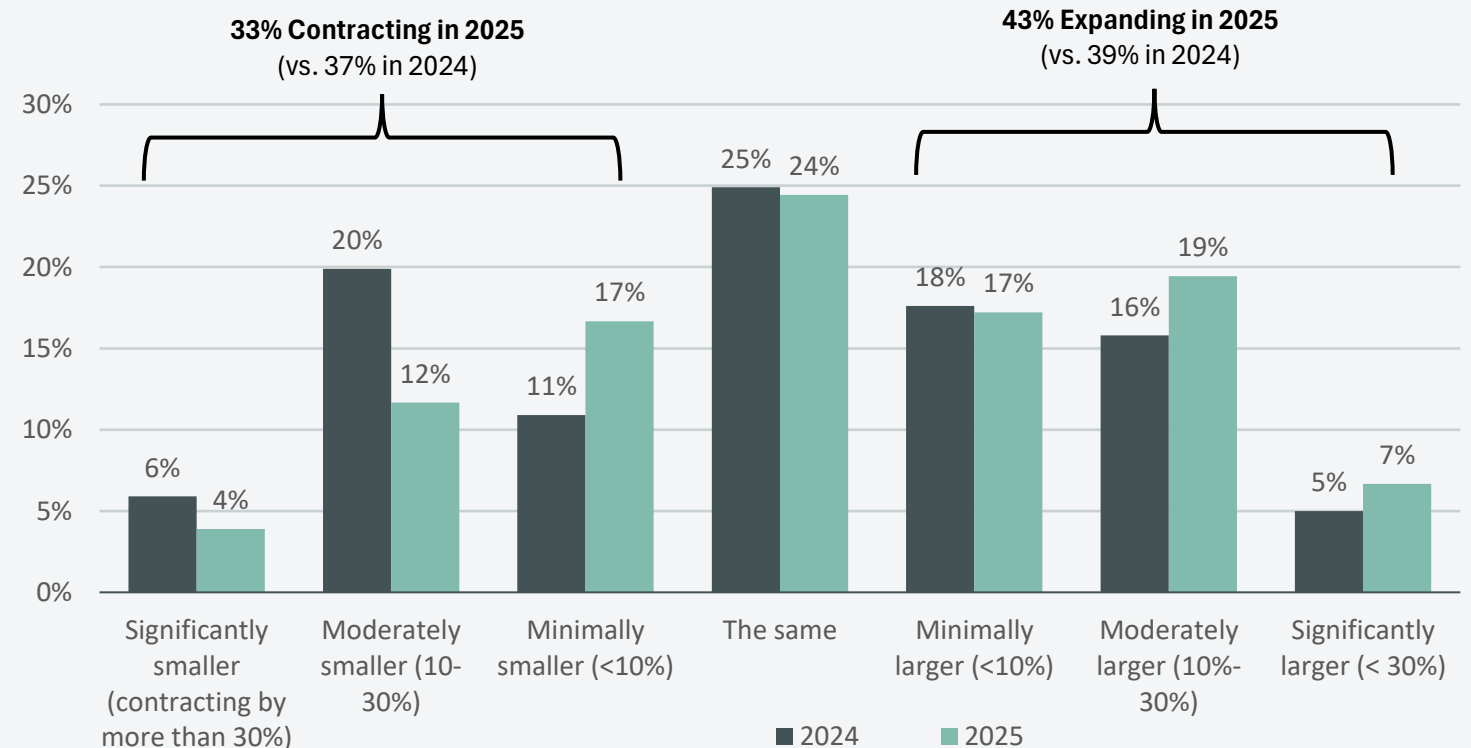
# Occupier Growth Expectations Rise to Five-Year High

*The office is and will be a critical element of company culture – smaller companies more likely to achieve expectations today.*

## Trends around Portfolio Strategy

- 1) Concerns about the availability of well-located high-quality space
- 2) Site Selection Criteria Preferences
  - a) transportation hubs
  - b) neighborhoods that provide employee convenience
  - c) buildings that promote wellness and sustainability
  - d) buildings that support employee experience and tenant efficiency.

FIGURE 14: Portfolio Size Change Expectations Over Next Three Years, 2024 vs. 2025

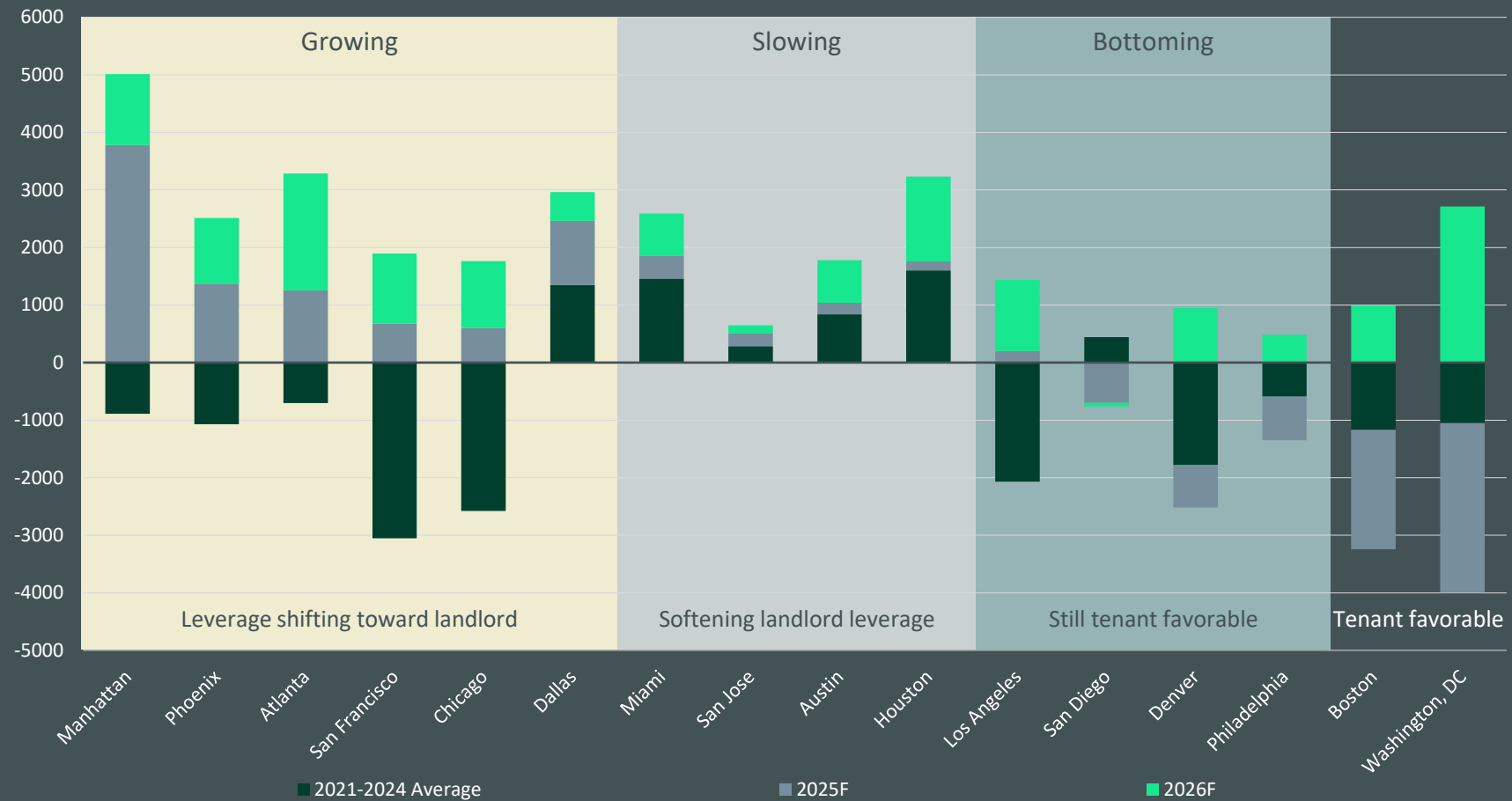


Source: CBRE Research, 2025 Americas Occupier Sentiment Survey, Q2 2025.

# Markets are Bottoming Out

US office overall saw saw -40 MSF of annual absorption from '21-'24, with +9 MSF expected in '25 and another +25 MSF in '26.

Net Absorption (square feet, thousands) by market

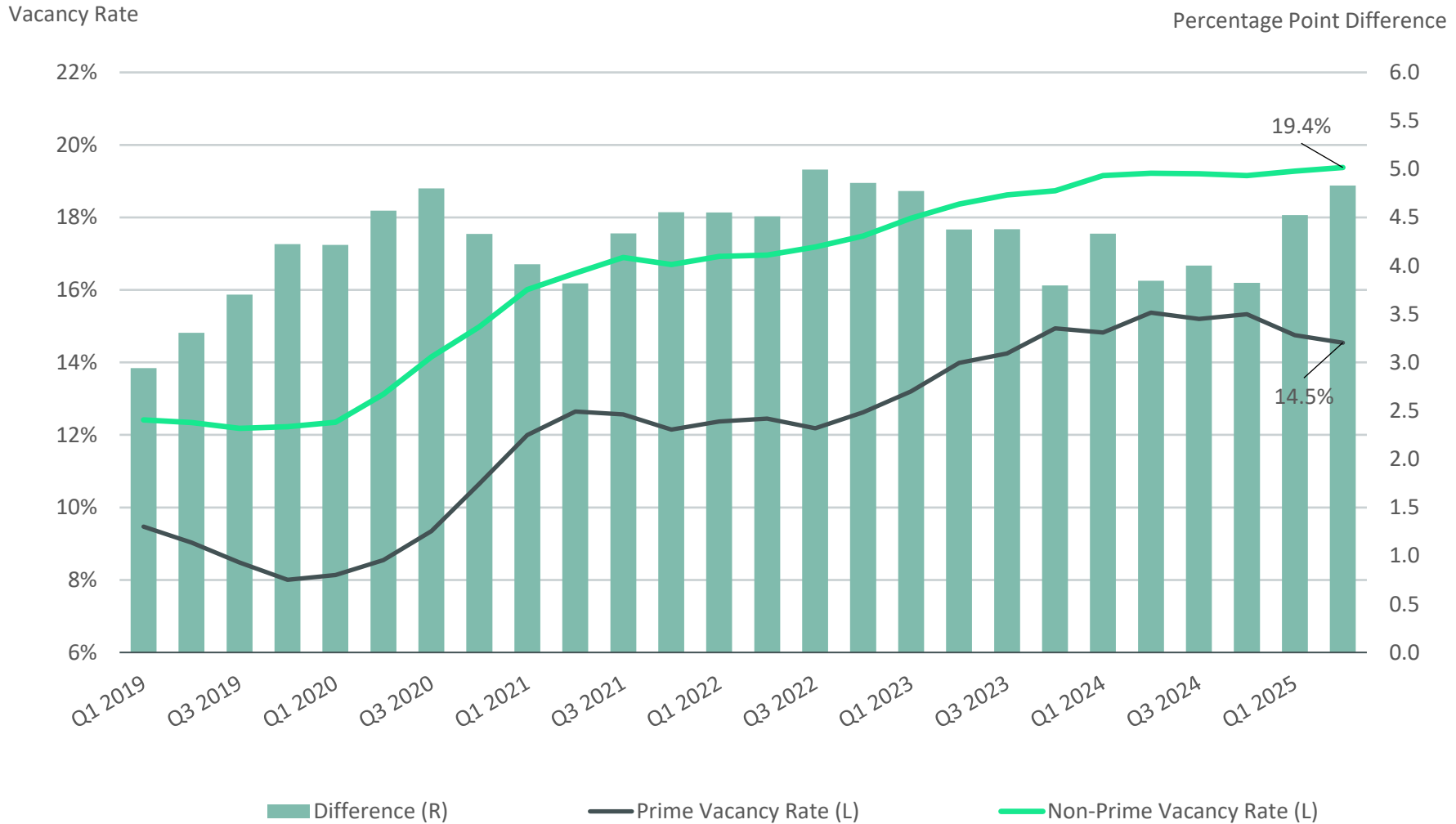


Source: CBRE Econometric Advisors, Q1 2025

# Prime Vacancy Continues to Fall

Concerns around the availability of well-located AND high quality space are real

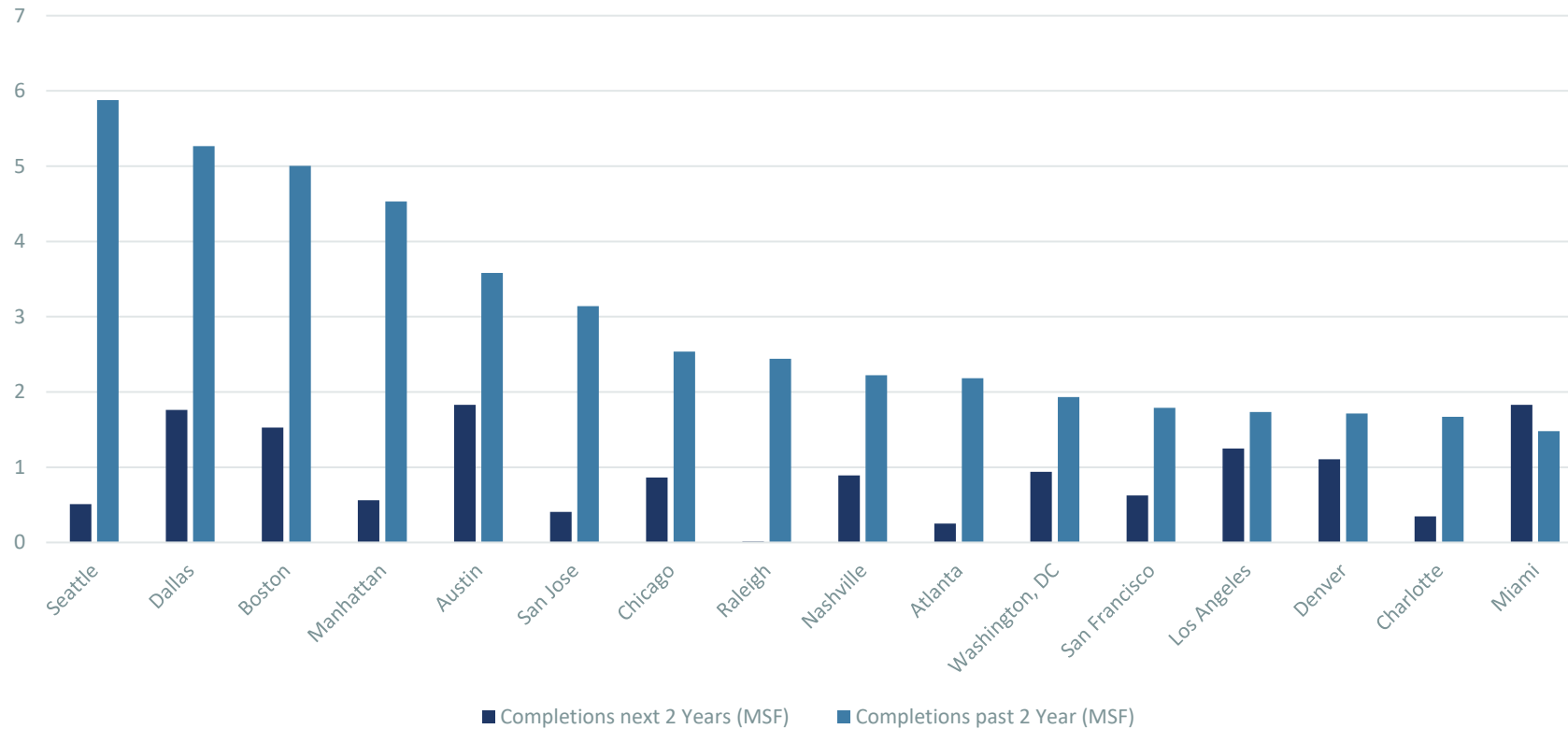
## Vacancy Rate – Prime vs Non-Prime



# New Supply is Down 70% across major markets

*The pipeline reduction will help stabilize markets quickly and exacerbate the market bifurcation*

Scheduled Completions for the Next 2 Years (MSF) Vs. Completions in the Past 2 Years (MSF)



Source: CBRE Econometric Advisors, Q1 2025

# Key Takeaways and Outlook

1

There is a solid pipeline of tenants in the market. **Leasing volume is projected to grow moderately in 2025.**

2

**The majority of occupiers plan to grow or maintain their portfolio requirements** over the next 2 years. The largest occupiers remain most likely to continue downsizing.

3

**New supply is projected to fall** to just 13 MSF in 2025, which is less than 30% of the 2019 total.

4

**Vacancy has likely peaked** and will hover near 19% in 2025. The road to recovery will begin in 2026, when vacancy is anticipated to trend downward.