"Sustainable Office Transformation for Future of Work"

The Singapore Office Integration Project transformed ten traditional offices into three modern, collaborative spaces.

By embracing cloud-first technology, we achieved a 30% cost reduction and energy saving over 1 million kWh/year through data center migration to Azure cloud and efficient IT asset management.

We also enhanced meeting spaces, health monitoring, and sustainability, leading to a 76% workplace satisfaction rating.

I believe we work best when we are together.

  Jaselle Yeo (Business Analyst): Great minds think together and come up with great ideas.

  We went into COVID overnight, into remote work immediately.

-   I miss the collaboration, the time spent with our colleagues.

Janna Ybanez (Senior Talent Acquisition Analyst): I do believe that the human touch is important. At home is a limited space. It's not really nice looking at the four corners of your room and working. A good workplace is still way better.

Johan G van Vuuren (Senior Vice President, Human Resources (Asia Pacific)):

Our physical environment plays a very, very important role. The office space where they can come together, also very important symbolic role as to who we are, what we stand for, and how we work.

Pascal Weiss (Vice President, IT information Systems (Asia Pacific), I&T Digital Transformation):

We see now, in terms of shift, is really, that people need to come to the office to have a higher purpose.

<u>Can technology construct how we experience space?</u>

- With this new workplace, it's actually opened up a lot of opportunities.

- The workplace is relaxed; the atmosphere is really good.

Janna: So, in here, I feel like I'm more valued.

Johan: We had multiple offices, 10 offices, multiple companies, there was a need for us to consolidate.

> COVID made it clear that footprint we needed was different.

> So, if you put those two things together, it made for a new design.

> We were also incredibly fortunate, in the sense that as a technology company, we enable workplaces.

As a technology company focused on guiding clients to a connected future, we utilized our in-house expertise to enhance the employee experience.

Our flagship Apeira office embodies our vision, promoting productivity and collaboration to better serve clients.

We also implemented a zero-trust security model, centralized IT operations, and automation to create a secure and intelligent workplace.

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Pascal: The cloud network, and the zero-trust security is helping us to connect our clients, our employees and our partners in a single place. This technology is an enable for the ecosystem to work together and centrally managed.

This is a brand-new technology, additional features, such as how to make sure that people understand the mobility within the office, the capacity, the meeting bookings, space facility management.

To have a central pool of data with all these data points, it's helping us to have more visibility and control and also moving to a more sustainable workplace where we can see the utilization of our consumptions and how we drive the reductions.

Janna: One of the things that I noticed is the innovation.

"Ok, Webex start my meeting."

Janna: Going back to office may be a different experience.

I feel like I'm at home, everything is accessible to you, we have a very good atmosphere which will lead to more productivity on my end.

Jaselle: There are a lot of collaboration areas such as the phonebooth, meeting rooms or even the common areas, if you need silent time, or you need to have a meeting with your client, you can always go to a meeting room.

Johan: I've seen the physical manifestations of collaboration.

I've also seen people being incredibly proud of what we have.

I've seen celebration coming together.

People come back to the office with a smile on the face.

"Working toward our sustainability goals."

Siri (Director, Sustainability Management, (Asia Pacific)): By consolidating ten offices into three, we strategically minimized our environmental impact through sustainable practices.

 We prioritized furniture reuse and waste reduction.

Our commitment to diversity and inclusion is evident in our office design, which fosters an inclusive and equitable work culture.

"Our new office move delivered substantial cost savings through e-waste disposal, device relocation, and decommissioning.

Additionally, we achieved a 40% monthly opex reduction by consolidating ISDN circuits and shifting calling workloads to Microsoft Teams.

Transitioning legacy servers to the cloud also cut costs by 30%.

Furthermore, our efforts led to a 30% reduction in utility consumption, saving 1,000,000 KWh/year, while aligning with NTT's Zero-to-Landfill policy for responsible IT asset disposal.

Together, we're using technology to create workspaces of the future while achieving our sustainability goals.

Pascal: we're really the pioneers in this.

Johan: there's no doubt in my mind that what we've created here does set a standard.

We make hybrid work, work. It really demonstrates in real terms, what is achievable.

Siri: In the face of challenges, we've transformed our workplaces into hubs of innovation, enabling a more sustainable workplace, keeping our employees safe, and fostering a brighter future for all.