



2021 Relocation Outlook

Survey Results and Industry Highlights

ANNUAL SNAPSHOT 2021

We can all agree that 2020 has been a tumultuous year. From January until now, we have lived a tale of two economies. In the beginning the world was afire with growth, and mobility was reaping those benefits. Today, the world is still and quiet, huddled at home and, if you can imagine, longing for the days of commuting and a coffee in the break room.

But, alas, we cannot live in this pause forever - we must look forward to better days when we can get back the familiar hustle and bustle of work, life, and mobility.

For this reason, we positioned our annual survey mainly as a comparison study between the 2019 past, and the 2021 future.

This in no way means that we have discounted the impact that 2020 has had on our industry, our businesses, our mobility programs and, of course, our lives. We have included several questions covering these issues, as well.

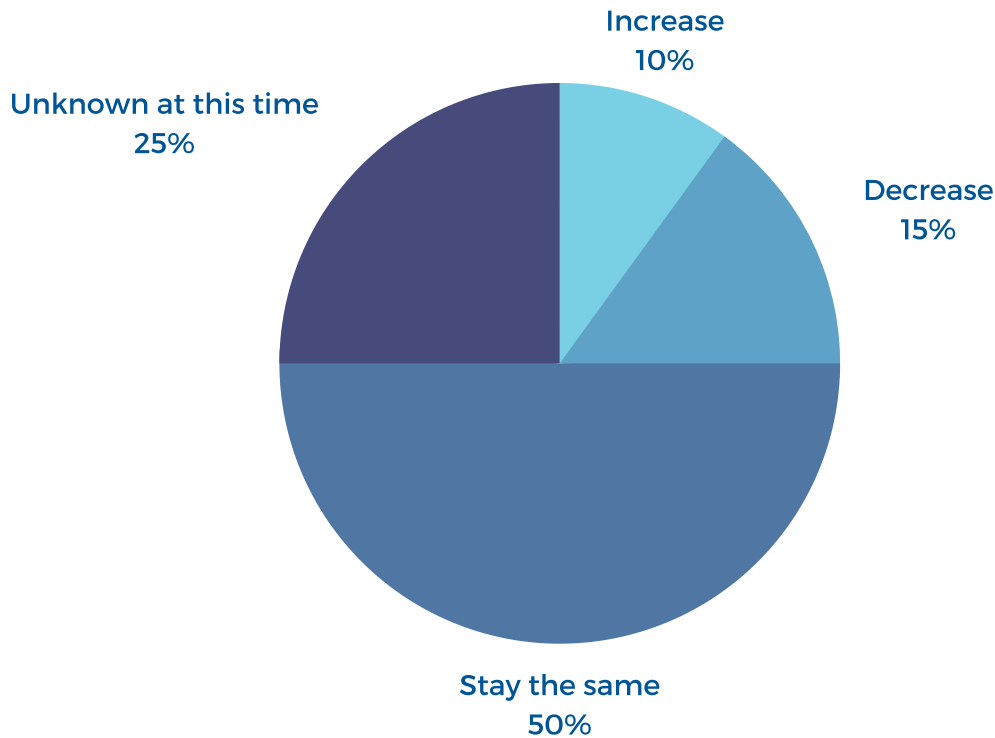
Overall, however, our survey was designed to embrace an optimistic spirit that recovery is inevitable, and we wanted to know what that might look like for the mobility industry.

While a brief snapshot, it is always helpful to learn what other companies are planning. We enjoyed a 45% survey return rate within our client base. If your business is having a different experience, we welcome your feedback. Please enjoy this quick read and, from all of us at XONEX Relocation, stay safe, healthy and positive.





Compared to 2019, do you anticipate your relocation program volume in 2021 will:



Companies are cautiously optimistic.

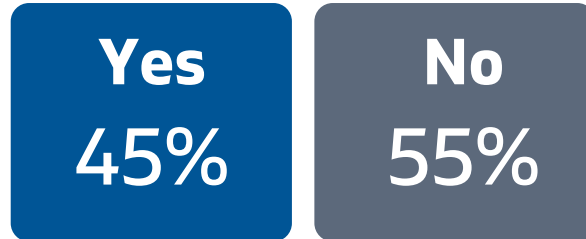
2020 saw a major shift in the workforce as most employees transitioned to a work-from-home arrangement. While many companies will continue the remote work set up for several more months, some employers are beginning to phase employees back into the office -- which is good news for relocation.

Industry forecasters are predicting it will take 12-18 months to return to 2019 relocation volumes, so it is encouraging to see half of our respondents anticipating 2019 volumes will return in 2021, with a small percentage looking at increased levels.

It is not surprising that a quarter of the respondents believe the relocation outlook for the coming year is uncertain. Although uncertainty has definitely been a theme of 2020, XONEX is optimistic that industry levels will improve as the economy rebounds.

2

Have you experienced employees declining or delaying to relocate due to COVID 19 related concerns?



Employees split on staying or going.

Although just over half of respondents stated that employees were not declining to relocate due to COVID-19 concerns, most of those that have delayed relocation indicated that it was due to safety for themselves and their family, especially in an unfamiliar area. The uncertainty of the times also yielded concerns over the availability of housing and having to show their home virtually. One respondent described their corporate hiring freeze as being a deterrent in employees relocating.

One factor that may influence an employees willingness to relocate during this time are the regions where they are moving from and to. In the U.S., for example, Worldwide ERC recently referenced a survey by DSJ Global that found most respondents who were eager to relocate were located in the Great Lakes and Midwest region, while the most popular moving destination was the Southeast region.



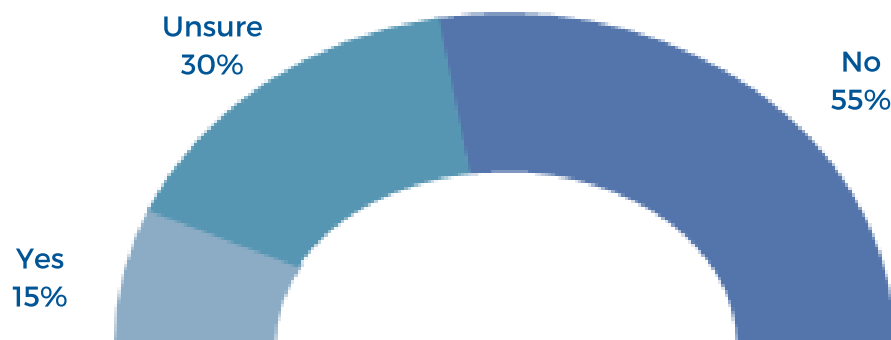
3

Specific to relocation, have you enacted any new internal processes or corporate procedures in light of the pandemic which will likely be permanent?

**No
100%**

4

Do you have plans to revisit or revise your relocation policies in the coming year?



No permanent changes.

All companies have been impacted by the pandemic in one way or another, but our respondents do not feel that temporary corporate changes will become permanent. Yet, as offices begin to reopen and the employees begin to return, companies will need to assess the strength of their workforce and their relocation needs.

Although it may be too early for many of our clients to know if relocation policy changes are on the horizon, we have already seen a handful of changes that trend towards cost-savings. XONEX expects more policy changes will be forthcoming as corporate budgets are finalized and tighter controls are adopted

5

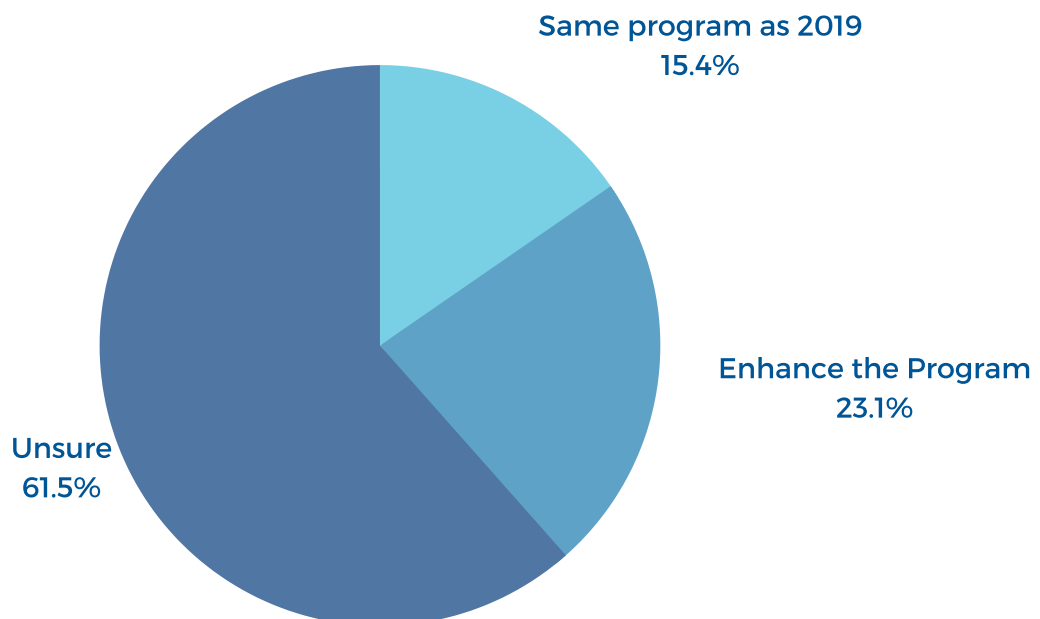
Does your organization typically offer an intern program?

Yes
65%

No
35%

6

**For those respondents who answered affirmatively:
What is the outlook for your intern program in 2021?**



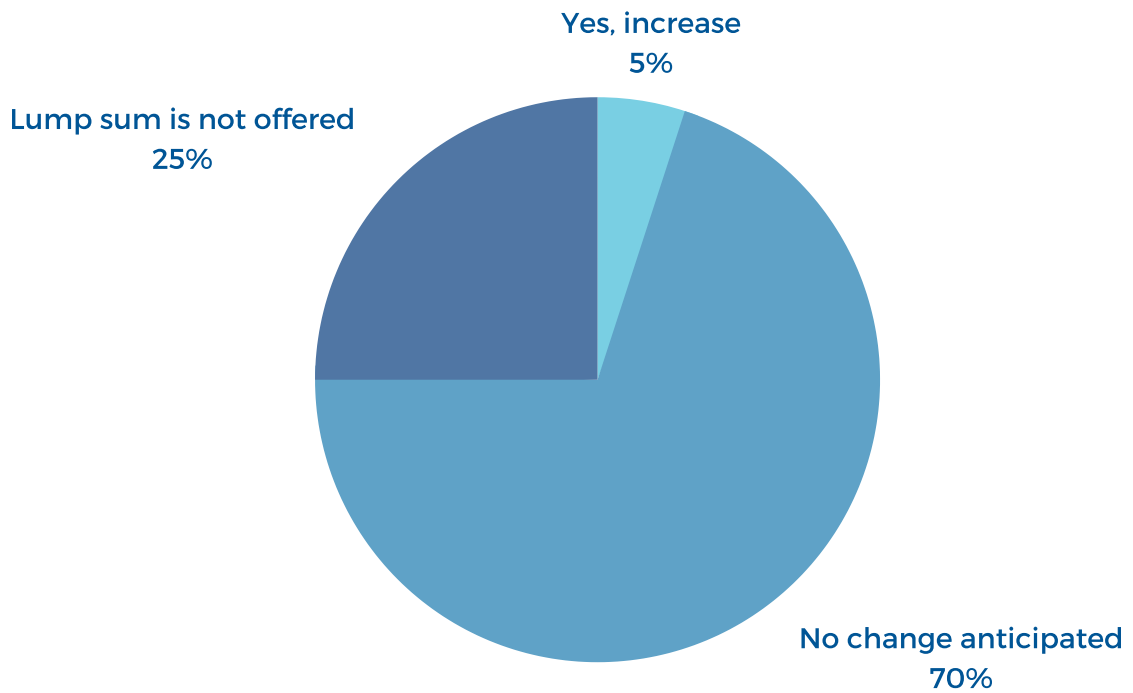
Intern programs to be reinstated.

According to a survey conducted by the National Association of Colleges and Employers (NACE), only 36% of companies moved forward with summer internships in 2020—and all were done virtually.

Although the majority of our respondents are unsure about the outlook for their intern program in 2021, none of them anticipated the program would continue to be virtual or be eliminated altogether.



Do you anticipate a significant change in the number of transferees and/or assignees that will be offered a lump sum move package in 2021?



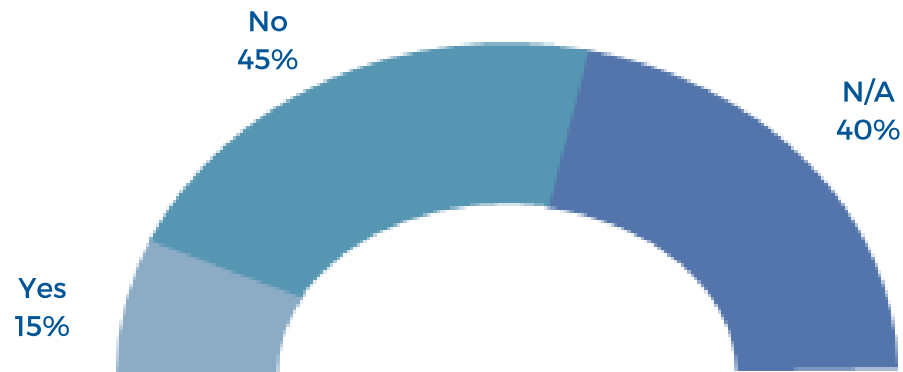
Lump Sum benefits will continue.

Most of the XONEX clients who offer a lump sum option do not anticipate changes will be made in the coming year, and none of them indicated the benefits would decrease. Lump sum benefits are ideal for certain groups of employees and easy for employers, yet some challenges were realized this year with unpredictable events, closures and setbacks.

Employers want to ensure their employees are safe and their needs are met, yet a lump sum approach leaves all the responsibility in the hands of the employee. XONEX is committed to providing the lump sum transferee with a pleasant relocation experience, and we are excited about our enhanced lump sum tool that will be rolled out in the coming months.

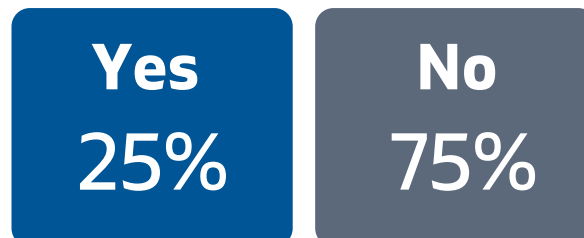
8

Is your company planning to institute or increase the number of "Alternate Assignments," such as Extended Business Travel, Cross-border Commuting, Rotational Assignments, etc. in 2021?



9

Does your organization currently have a strategic program in place for Alternative Assignments?



Challenges continue for assignees.

2020 has been a difficult year for Global Mobility. Travel bans, restrictions, closures and delays created challenges for expatriates and their families. For those on home leave, many could not return to their work country, yet others could not return home. XONEX has seen a decrease in global initiations, and many that were in the process are still on hold.

Industry experts believe it could take up to 12 months for short-term assignments to rebound and possibly up to two years for long-term assignments. XONEX has also seen a reduction and elimination of extended business travel. We expect that trend to continue as companies re-evaluate the necessity of business travel compared to remote interaction.

WRAP UP

Many industries have experienced challenges in 2020 resulting in hiring freezes, budget changes and a slow down in relocations initiated. On the other hand, a few industries have seen significant growth. Global assignments and transfers have been hit the hardest in 2020 and will likely be the slowest to rebound to pre-pandemic volume. Although just 15% of our respondents anticipate policy changes in 2021, budgetary restrictions may cause this statistic to increase as we transition into the next calendar year.

XONEX understands the challenges that many of our clients have faced in 2020, and we have been prepared to provide guidance and assistance along the way. As we look forward to 2021, XONEX will be ready to accommodate changes in our clients' needs with enhancements to our relocation platform and the roll out of new service offerings. We are excited to partner with our clients while we provide Relocation at the Speed of Life..



RELOCATION AT THE SPEED OF LIFE.