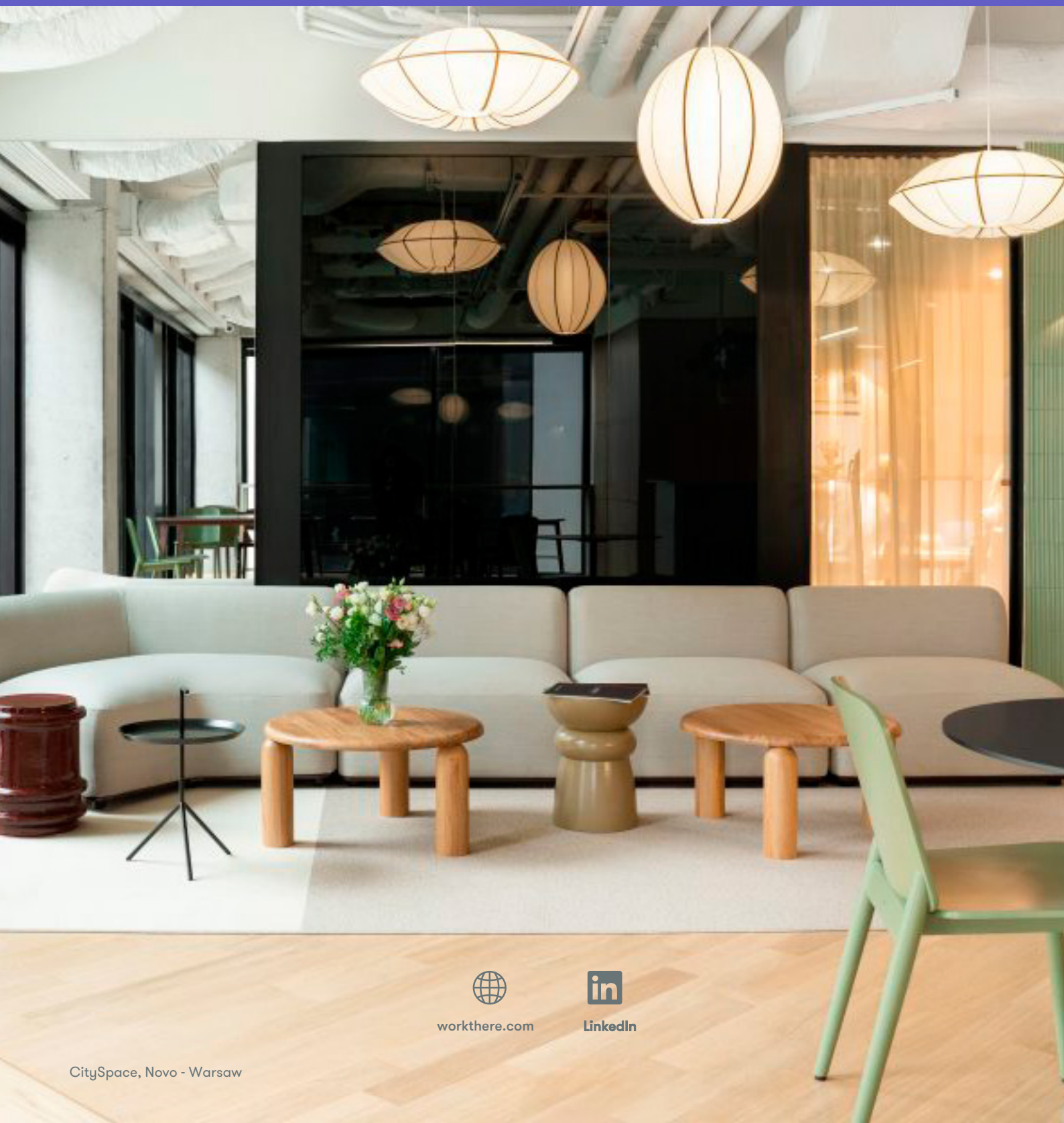
Workthere Research - November 2025

workthere

Workthere Flexmark 5.0

Global flexible office benchmarks



workthere.com

LinkedIn

CitySpace, Novo - Warsaw



Maslows, Warwick Street - London

Key Takeaways

The flexible office sector is evolving rapidly, becoming an integral part of corporate real estate strategies. Growth is being driven by demand in both established hubs such as London and New York, and fast-emerging cities including Bengaluru and Ho Chi Minh City. As the market matures, operators are focused on differentiation - creating spaces and services that meet the evolving and diverse needs of multinational corporates, SMEs and start-ups alike.

The following highlights capture the key trends shaping the sector today - and the direction it's heading next.

01

Strong growth ambitions

85% of providers surveyed plan to expand their operations in the next year, highlighting the strength of the sector.

02

More time in flex offices

Global attendance has increased by 20% since 2022, although regional trends differ.

03

Maturing sector attractive to a broad spectrum of businesses

Flex office is increasingly a strategic tool for multinational corporates, while retaining appeal to other business types, from start-ups to national firms. According to our survey, global corporates account for 29% of flex occupiers, with start-ups and SMEs together making up 30%.

04

Stable occupancy

Compared to pre-pandemic levels, private office occupancy has remained flat, currently standing at 81%, while shared coworking space occupancy has risen moderately, from 60% in 2020 to 65% in 2025.

05

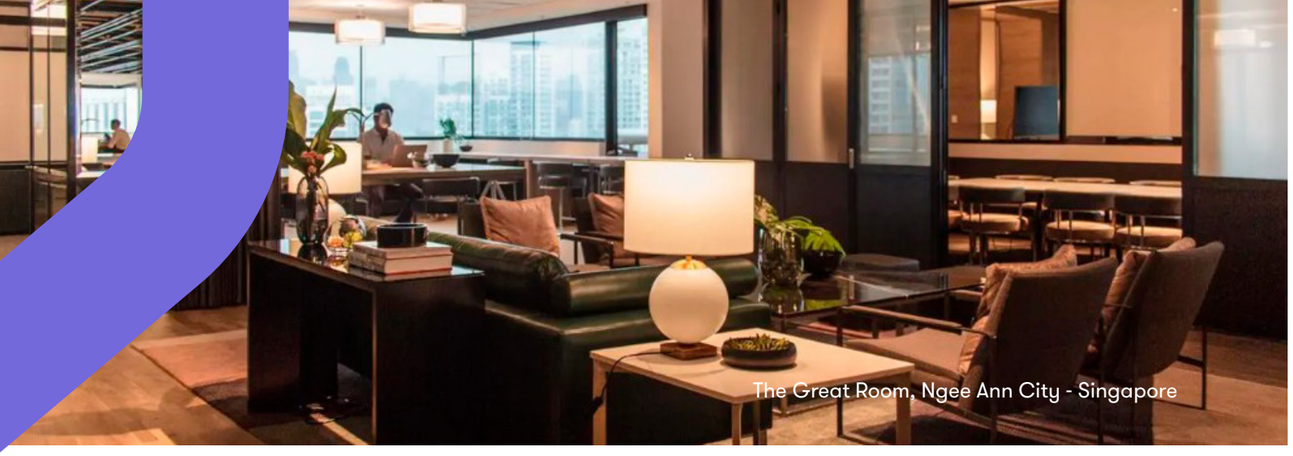
Amenity-led demand

Collaboration spaces remain important, with demand for this feature rising by 3 percentage points over the past two years. Demand for other amenities vary by region, reflecting local priorities and work culture.

06

Future trends

Operators are rethinking their growth models, with management agreements and ownership strategies gaining traction across key markets. At the same time, the "hotelification" of services - creating integrated, hospitality-inspired experiences - and a focus on key business hubs that offer access to talent and connectivity, are redefining how and where growth occurs.



The Great Room, Ngee Ann City - Singapore

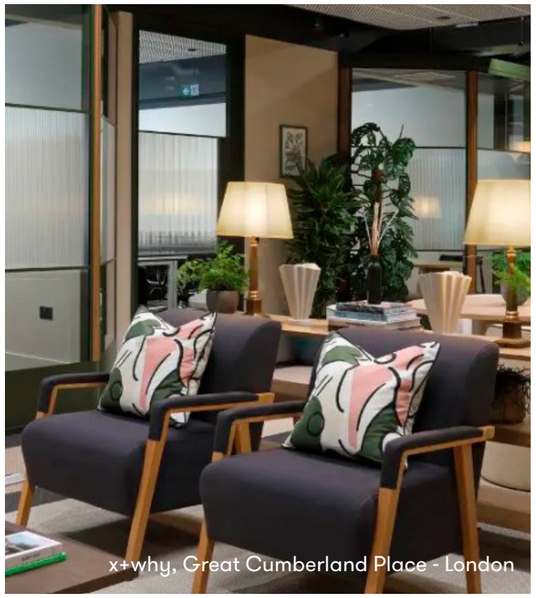
The global view on flexible offices

Our global review provides a comparative snapshot of the flexible office sector, mapping operator presence across 40 selected markets and tracking desk pricing trends.

London, Paris and New York remain the world's largest flexible office markets, underpinned by their status as established global business hubs with a strong occupier base.

In Asia Pacific, key markets are seeing rapid expansion. India's flexible-workspace market has recorded strong year-on-year growth driven by technology firms, global capability centres and professional services, with Bengaluru a notable standout with some of the largest flexible offices across the world by size. Cities such as Ho Chi Minh City and Kuala Lumpur are also expanding quickly, supported by rising entrepreneurial activity and growing demand from multinational occupiers.

In the Middle East, Dubai is seeing a marked increase in the number of flexible office spaces, supported by economic diversification, a thriving start-up ecosystem, and its position as a strategic hub for international business in the region.



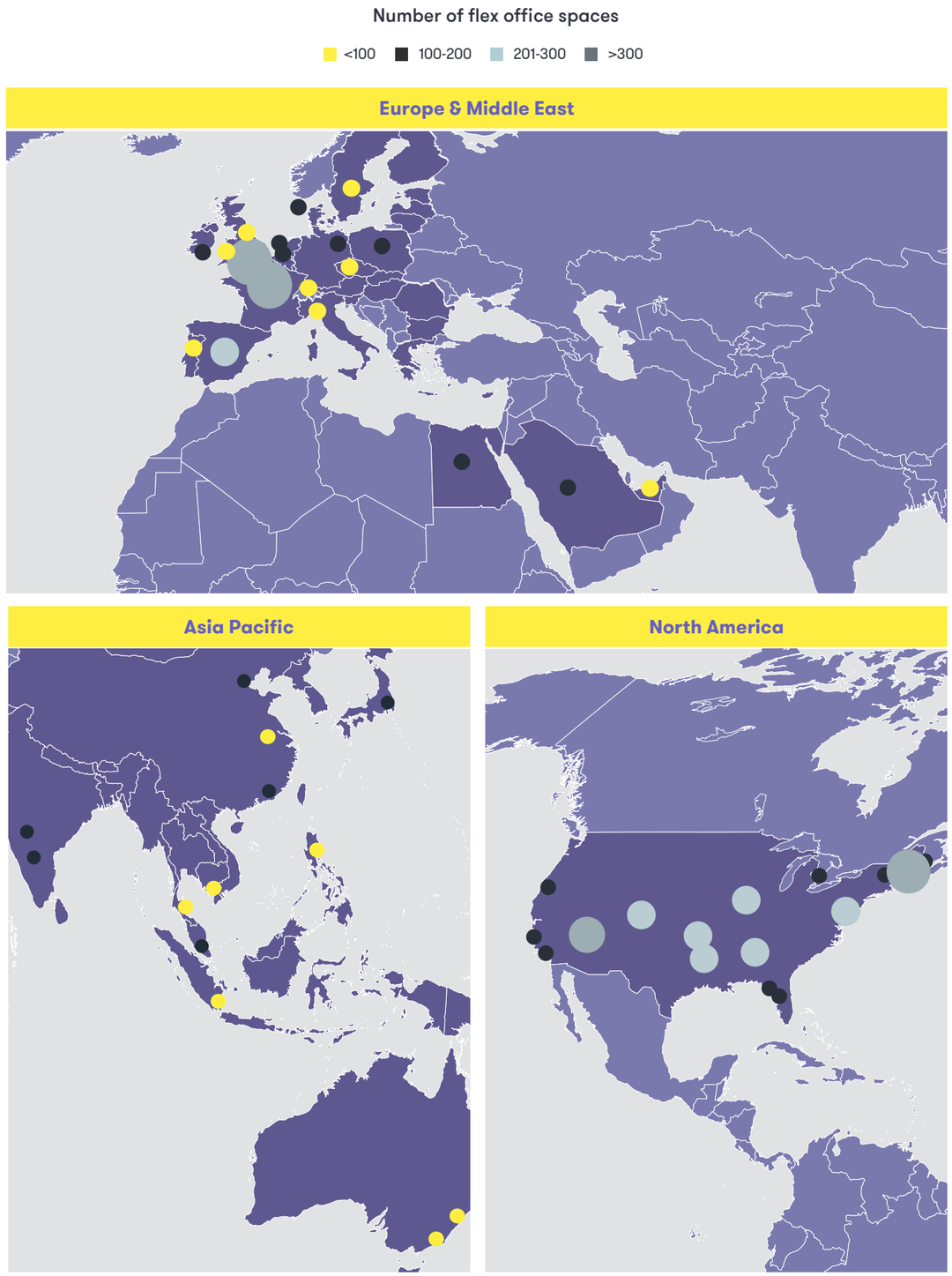
x+why, Great Cumberland Place - London

The flexible office sector is entering a new phase of maturity, characterised by a broader global footprint, rising take-up from corporates, and increasing conviction in flex among investors. Established hubs such as London and New York remain dominant, with the highest concentration of providers and premium desk rates. However, the fastest expansion is taking place in gateway cities across Asia Pacific and the Middle East, where both supply and pricing are on the rise. Talent-rich cities across India, Philippines and Vietnam, in particular, are emerging as compelling flex hubs for global corporates seeking access to skilled workforces in adaptable, scalable space.



Cal Lee,
Global Head of Workthere

Concentration of flex office spaces, by market



SOURCE: WORKTHERE

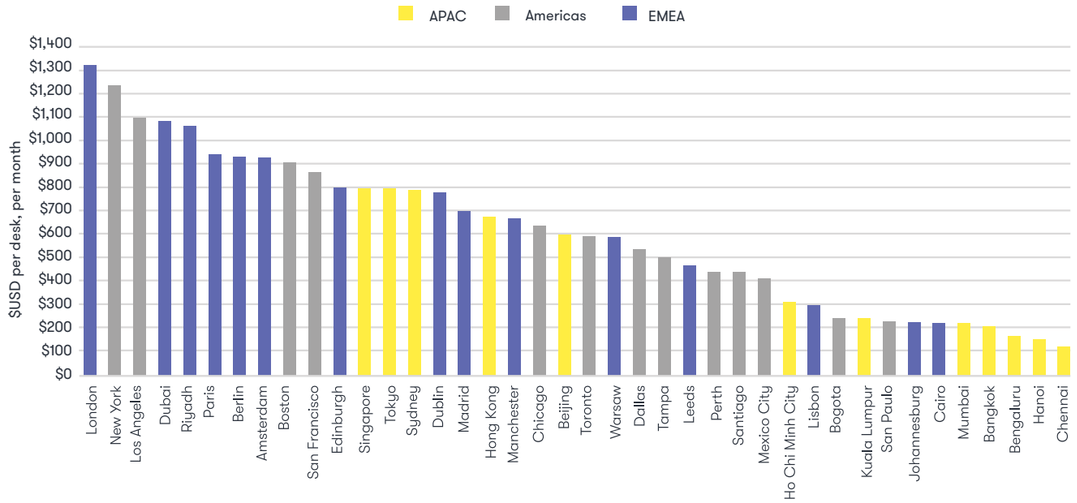
The global price of flexibility

Prime flexible office pricing varies across regions, reflecting differences in demand, real estate costs, and market maturity. In Europe, London commands the highest average prime flex office desk rates at $1,320 per month. Paris, Berlin and Amsterdam follow, exceeding $900 per month. These markets attract a broad mix of occupiers and offer premium flexible workspaces with extensive amenities and top tier locations. Strong talent pools, established corporate presence, and thriving start-up ecosystems all contribute to greater demand resulting in elevated pricing. Across the US, New York and Los Angeles stand out as the most expensive flexible office markets in the region averaging $1,240 and $1,100 per month respectively for prime space. These global business hubs attract strong demand from media, technology, and professional services, as well as a high concentration of start-ups, drawn by access to venture capital, talent, and networking opportunities.

In the Asia-Pacific region, Singapore, Tokyo, and Sydney register the highest desk prices due to robust demand and constrained supply in prime central areas. Singapore remains the region's most expensive flexible office market, averaging around $800 per month, reflecting its role as a gateway to Asia and magnet for international talent. Flexible workspace pricing mirrors the broader office market: higher local real estate costs mean higher desk rates, while lower costs allow for more competitive pricing by providers.

More affordable flex options are available in emerging markets. Flex space in Indian cities attracts national as well as global firms, supported by deep talent pools and widespread English proficiency. India is a global leader for global capability centres (GCCs), home to 1,700 in total, further driving demand for flex space as international firms establish regional operations that balance cost efficiency with high-quality workspace.

Global flex office pricing: average prime desk rates



SOURCE: WORKTHERE

Other Asian markets, including Ho Chi Minh City ($315) and Kuala Lumpur ($242), offer cost-effective yet high-quality flexible office solutions. European cities such as Warsaw ($591) and Lisbon ($300) provide similar advantages, while in the Americas, Mexico, Colombia, and Brazil are increasingly strategic choices for US firms because of the similar time zone. In Africa, South Africa and Egypt are notable markets, offering cost savings and proximity to European time zones.

Prime desk rates across the Middle East have risen sharply over the past four years, driven by strong demand and limited supply. Prime flex office desks in Dubai and Riyadh average USD 1,089 and USD 1,066 per month, respectively. Tighter tenant protections in Dubai are increasing operator costs, which is likely to put further upward pressure on prices.


Monday, Paseo Imperial - Madrid

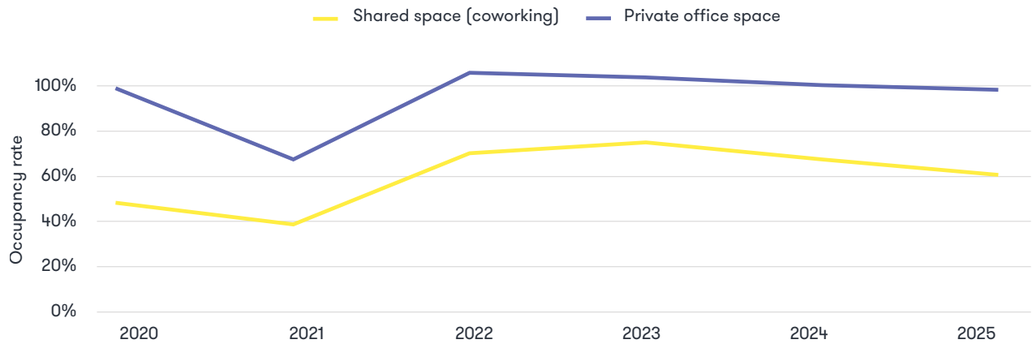
Occupancy analysis & flex office usage

Overall, compared to pre-pandemic levels, private office occupancy has remained flat at 81%, while shared coworking space occupancy has risen moderately, from 60% in 2020 to 65% in 2025. Private office occupancy peaked at 84% in 2022 as firms sought short-term, low-risk solutions in the immediate post-pandemic period. This was compounded by a drop in new flex supply during the period, as operators temporarily halted taking on new space. With economic uncertainty discouraging long-term leases, flexible offices provided the agility organisations needed.

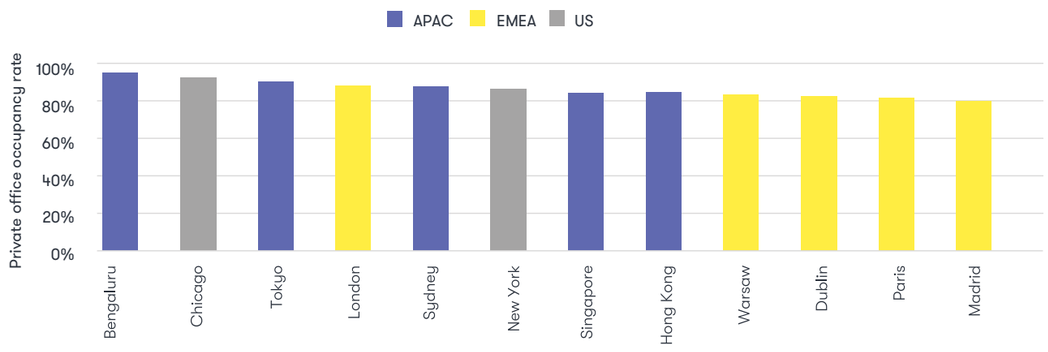
Looking ahead, occupancy is expected to rise on a global average basis in 2026, driven by growing interest from multinational corporates and an ongoing emphasis on flexibility amid uncertain economic conditions.

2025 Private office occupancy: **81%**

Global average occupancy rate



>80% private office occupancy in key markets



WORKTHERE FLEXMARK SURVEY 5.0

Tracking flexible office attendance around the world

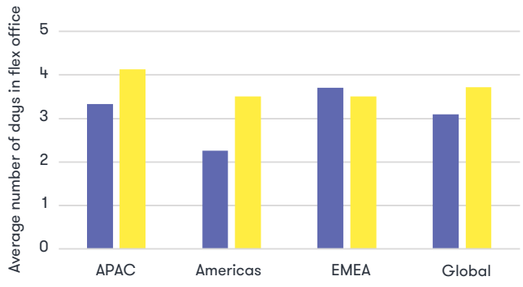
Globally, flex office attendance has increased by **20%** since 2022

Across the Asia Pacific region, operators reported an average of 4.13 days per week attendance in flex office space, with around half of members coming in five days a week. This reflects cultural norms favouring daily office presence and strong business mandates supporting shared workspace use.

In North America, average flex office attendance has increased by 1.2 days since 2022. This shift reflects fewer members attending just two days per week and more working three or four days in a flex office. In part, this shift is due to tighter return-to-office mandates in the US this year.

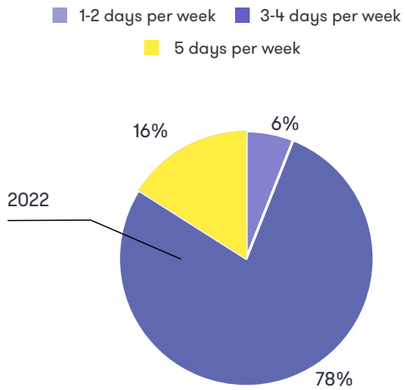
Across Europe, full-time attendance in flex offices has reduced slightly over the past three years. Providers reporting five-day-a-week attendance have fallen, while one-to-two-day attendance has risen by three percentage points over the same period, signalling a continued preference for greater flexibility. Flex offices in this region are often used for meetings, workshops, and team days rather than daily attendance, reflecting cultural norms that emphasise work-life balance alongside the benefits of shared workspaces.

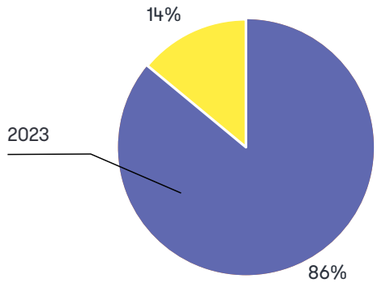
Average number of days in flex office, by region

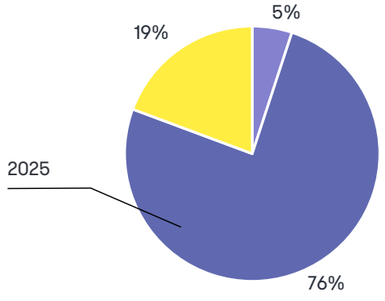


SOURCE: WORKTHERE FLEXMARK SURVEY 5.0

Global frequency of flexible office use by members







SOURCE: WORKTHERE FLEXMARK SURVEY 5.0



Compass Offices, Lee Garden Two - Hong Kong

Understanding flexible office users

Overall, global corporates account for 29% of flex occupiers, while start-ups and SMEs represent 30%, across our survey of operators. Scale-ups and national corporates each comprise 18% of the global total.

Demand from global corporates is accelerating, reflecting their need for agility in an uncertain business climate. This trend reflects a strategic shift towards scalable, cost-effective workspace solutions that align with hybrid work models and the need for operational flexibility. Flex space can also enhance employee experience, supporting the attraction and retention of talent.

In APAC, global corporates account for 41% of flexible office demand. Many multinationals have a limited presence in fast-growing cities like Bengaluru or Ho Chi Minh City but want to tap into these emerging talent hubs. Flexible offices allow them to establish a footprint quickly and cost-effectively without committing to long-term leases.

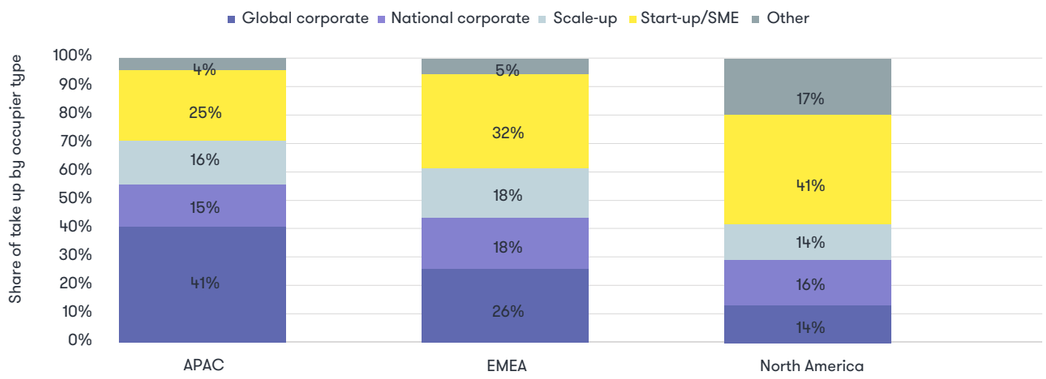
In the Americas and EMEA, demand is led by start-ups and SMEs. For these businesses, securing permanent space in top-tier cities like New York, London or Paris can be prohibitively expensive. Flexible offices provide a cost-effective solution, offering high-quality workspaces that help attract and retain talent.

> Multinational use of flex offices across Asia Pacific has risen sharply, driven by the need to access cost-efficient talent pools and enter new markets quickly and efficiently.



Piers Mallitte,
Head of Workthere Asia Pacific

Average space taken by flexible office providers (sqm)



SOURCE: WORKTHERE FLEXMARK SURVEY 5.0



Wojo, 18 Boulevard Malesherbes - Paris

Must-have features in flexible offices

As flexible offices compete for members, amenities are emerging as a battleground for flexible office operators.

Certain amenities consistently stand out across regions. Meeting rooms, for example, remain the top priority overall, reflecting the enduring value of in-person interaction.

With collaboration a core purpose of flexible offices, breakout areas and collaboration zones are highly valued globally, with an average rating of 4 out of 5. In the UK, these spaces are the most sought-after feature, highlighting their role in fostering informal interaction and teamwork. Guest passes and events further enhance collaboration and community within the workplace.

Across Europe, flexible offices must now deliver premium design, seamless tech, strong sustainability credentials, and hospitality-level service to attract members. For fast-scaling AI businesses in particular, the ability to plug into secure, high-performance digital infrastructure and data-ready environments is becoming a key differentiator.



Helena Hughes, Director

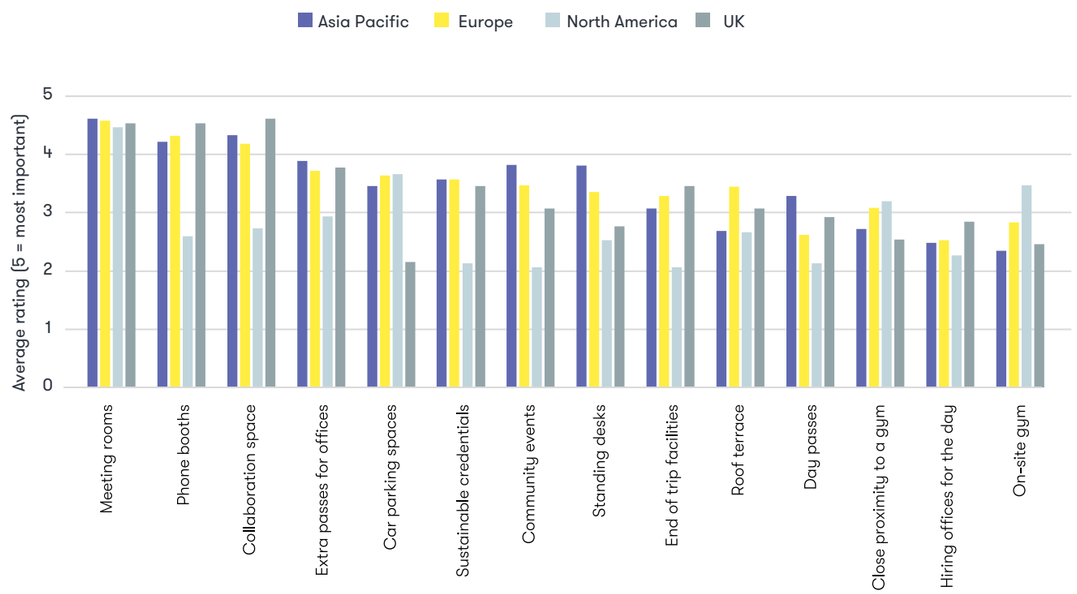
Top 6 most important flex office factors

APAC	Europe	North America	UK
Collaboration space	Meeting rooms	Meeting rooms	Meeting rooms
Meeting rooms	Phone booths	Car parking	Phone booths
Phone booths	Collaboration space	On-site gym	Collaboration space
Extra passes	Extra passes	Close proximity to a gym	Extra passes
End of trip facilities	Car parking	Extra passes	Community events
Sustainability	Sustainability	Collaboration space	Standing desks

SOURCE: WORKTHERE FLEXMARK SURVEY 5.0

NOTE: THE FACTORS SHOWN IN THIS CHART ARE RANKED BY LEVEL OF IMPORTANCE, WITH THE HIGHEST-RANKING FACTORS POSITIONED AT THE TOP.

Top 12 most important office features, by region



SOURCE:WORKTHERE FLEXMARK SURVEY 5.0



Mindspace, Skyliner - Warsaw

How are operators looking to expand in the future?

85% of operators plan to expand in the next year

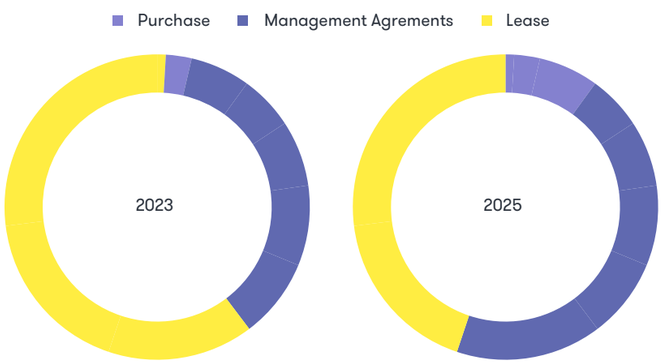
This year, 85% of operators surveyed indicated plans to expand their presence in the next year, reflecting the sector's continued strong performance. The ways providers are choosing to grow, however, are evolving, with regional nuances.

In Europe, management agreements are increasingly the preferred growth model. The share of providers expanding via this route has risen from 45% in 2023 to 63% in 2025, and in the UK specifically, the model now dominates, climbing from 46% to 78% over the same period. This approach allows providers to scale rapidly with minimal capital outlay, although it often means ceding greater control to landlords over space design and fit-out. The trend shows no signs of slowing, reflecting the evolving role of landlord partnerships.

Across Asia, lease-based expansion remains a dominant strategy, with the share of providers using this approach rising slightly from 53% to 56% over the past three years. This trend is in part driven by strong demand from multinationals expanding global capability centres, particularly in India, Vietnam and Malaysia. Leases enable operators to move quickly to secure high-quality, well-located space, critical for capturing demand and establishing brand presence ahead of competitors.

More providers are expanding via outright property purchase, seen by some as a more cost-efficient and sustainable growth strategy than leasing. As a global average, the share of providers choosing to expand via purchase has increased from 2% to 8% in the past two years. This trend is particularly pronounced in Europe, where expansion via this approach has risen from 2% to 14% over the same period. The benefits of ownership include full control over design and operations, hedging against rising rents, and secure tenure.

Evolving operator growth strategies



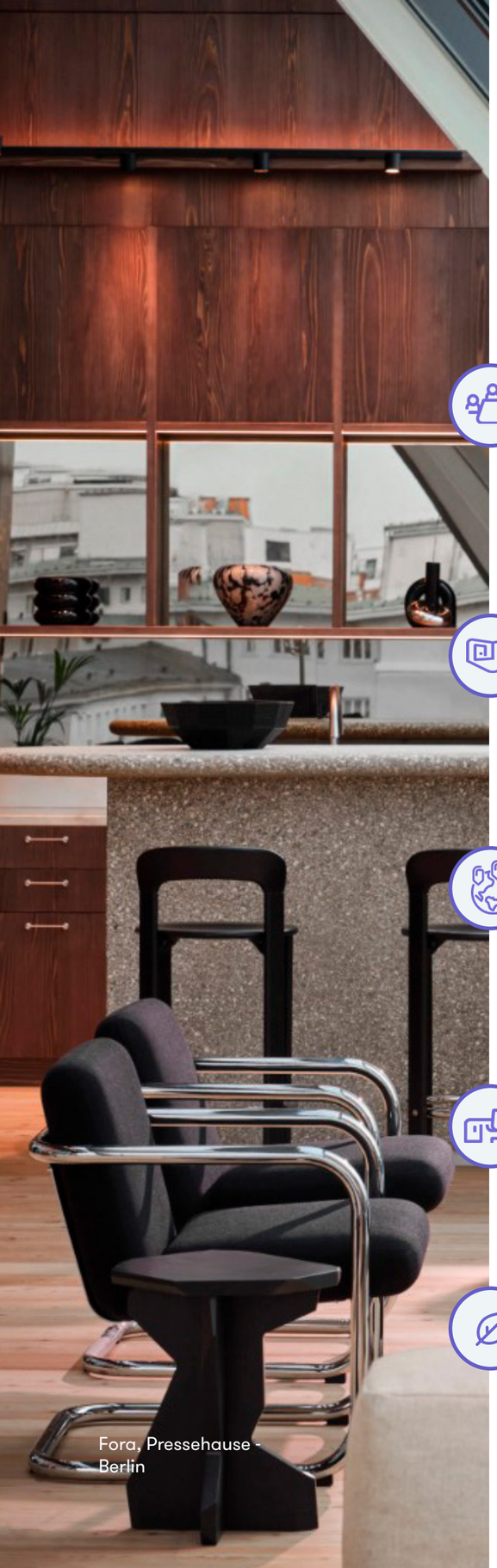
SOURCE: WORKTHERE FLEXMARK SURVEY 5.0

In Europe, flexible office operators are increasingly expanding through management agreements — a model that enables rapid growth with limited capital outlay. In the UK, this approach now dominates, highlighting the growing importance of landlord partnerships in shaping the sector's future. As operators expand through management agreements, occupiers are gaining access to a wider range of high-quality flexible spaces in prime locations.



Faith Robins,
Head of Occupier Advisory, UK

Iconic Offices, Hume Street House - Dublin



Fora, Pressehause - Berlin

What's next for the flexible office sector?

The flexible office sector continues to evolve rapidly, shaped by shifting occupier priorities, market maturity, and global economic conditions. Our survey highlights several trends set to define the near future.

Growth in management agreements

A key trend identified in our operator survey is the increasing adoption of management agreements. Against a backdrop of global economic uncertainty, both landlords and providers are seeking greater flexibility in deal-making. These agreements allow risk-sharing between parties while enabling providers to offer a wider range of services to occupiers. This model supports rapid expansion with minimal capital outlay, while maintaining operational control.

Flight to quality and 'hotelification'

Just as a "flight to quality" is evident in traditional office leasing, flexible office spaces are increasingly focused on high-quality design and lifestyle-centric offerings. Providers that deliver premium, well-designed spaces are better able to attract and retain members, particularly employers seeking to entice talent back to office-based settings.

Location strategy: regional hubs over suburbs

Providers are increasingly focusing growth in key business hubs rather than suburban areas. The shift reflects corporate occupiers' preference for locations with strong access to talent, clients, local amenities and transport connections, as well as the networking advantages and prestige that come with being in established commercial centres.

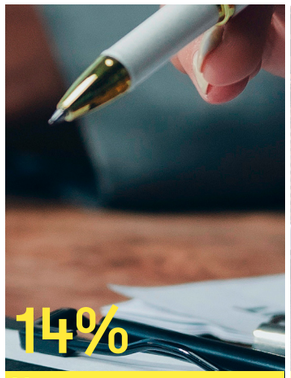
Flexible offices as strategic portfolio tools

Occupiers are increasingly integrating flexible offices into mature long-term space strategies. Flexible space allows companies to scale usage up or down quickly, offsetting rising capital costs and fit-out pressures, while providing business-ready, fully furnished environments from day one.

Environmental sustainability moves to baseline expectation

Retrofitting existing buildings is gaining momentum, with the share of providers citing it as a key future trend rising by five percentage points - particularly in Europe and Asia Pacific, led by Singapore and Australia. Meanwhile, "zero-carbon operations" and "zero-carbon embodied spaces" have shifted from future ambition to present-day expectation, now seen as standard for prime-grade projects.

What do you think the largest changes to flex office space will be over the next 5 years?



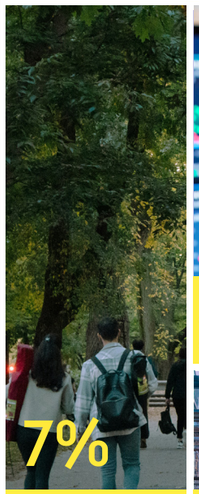


















SOURCE: WORKTHERE FLEXMARK SURVEY 5.0.

Note: Data visualisation of the top 10 responses to the question 'What do you think the largest changes to flex office space will be over the next 5 years?'

We're seeing continued evolution in the flex office sector, with providers placing greater emphasis on quality, service, and hospitality-level amenity. There's also growing consideration for the infrastructure, IT, security, and operational needs of occupiers – as businesses become more discerning about the environments that best support their people and performance



Griffin Foley,
Head of Workthere Americas

Appendix

119 providers responded, and 30 Savills professionals responded. 149 total respondants. The offices were located across the United States, the United Kingdom, Europe and Asia Pacific.

Data was collected via an online survey that was distributed globally to flexible office providers.

We collected the data during the period of 30th June to 30th of August 2025.

A ‘member’ is defined as one membership agreement. This could be for one person or one membership agreement for 150 people.

‘Acquiring a desk’ is defined as one person signing a membership agreement for one desk in a flexible office.

Use of 2020, 2021, 2022 and 2023 in graphs within the report refers to the Flexmark 2020, Flexmark 2021, Flexmark 2022 and Flexmark 2023

We have included certain images in this report that originate from the flexible office providers we work with for illustrative purposes only and does not mean they are included in the survey results.

Glossary

Flexible office: Flexible office is the blanket term used to cover the various different types of office space, from co-working to serviced offices. In general, it offers space that is furnished and ready to use, available on a short-term contract, with all costs rolled into one. It is known as ‘flexible’ space as the monthly or 12 month contract is more flexible than your traditional five or 10 year lease.

Coworking space: A coworking space is a type of flexible office that comprises a shared working environment (i.e. no walls/private offices), which is typically open-plan and offers either hot-desks or dedicated desks for members along with shared access to meeting facilities, break out areas, and often some office equipment, such as printers.

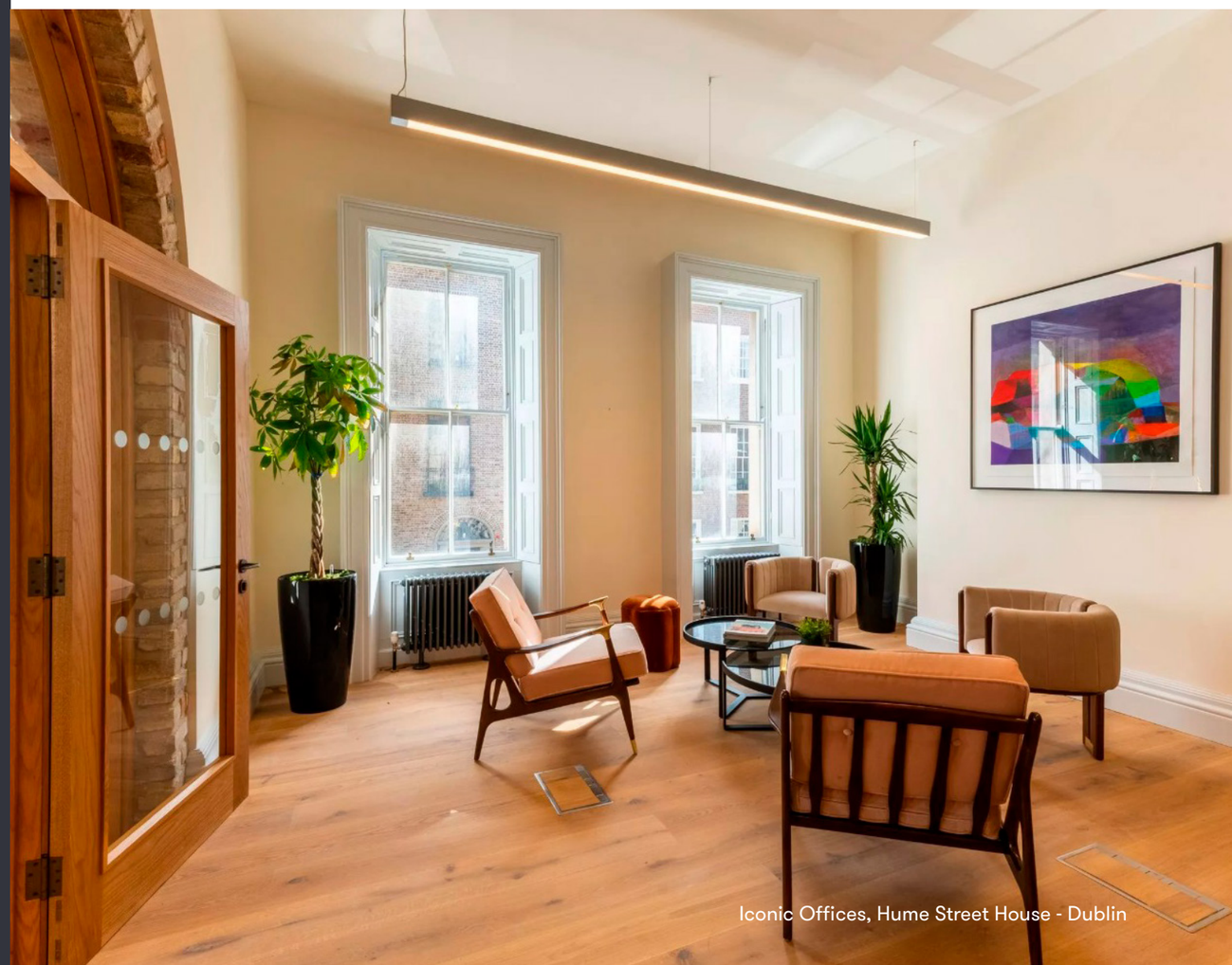
Private office: A private office is a type of flexible office that comprises a private working environment (i.e. the office is enclosed by walls), which typically offers dedicated desks but can also include hot desks. Members usually shared access to meeting facilities, break out areas, and often some office equipment, such as printers.

Dedicated desk: A dedicated desk is a desk designated to a specific individual or business.

Hot desk: A hot desk is a single desk that is used by multiple workers during different time periods.

Membership: A licence agreement between a flexible office space provider and a member. Memberships are offered on flexible terms.

Member: A person who pays a membership fee to a flexible office space provider in return for the use of the flexible office space. The fee is paid either by the individual or by their employer on behalf of the individual.



Iconic Offices, Hume Street House - Dublin

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Powered by savills

Workthere
Workthere is Savills flexible office advisory helping businesses to find, fill and manage flexible workspace. With dedicated local experts across the global we're dedicated to securing you the best office space, whatever your needs and wherever you want to be.

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