



SIRVA GLOBAL ADVISORY UPDATE

PARIS 2024 OLYMPICS: IMPACT ON MOBILITY

The update below is based on information available to Sirva as of July 2023.

WHAT IS HAPPENING?

The Paris 2024 Summer Olympic and Paralympic Games will be the world's largest sporting event, taking place in the world's number one tourist destination. With an expected 9.7 million spectators, 10,500 athletes, 31,500 volunteers, and 6,000 accredited reporters converging on and around the French capital, there are bound to be impacts to the Mobility industry. The events will take place across 40 sites, mainly in Paris and in 16 other cities across France (as well as the surfing event in Tahiti) from July 26th-August 11th, and August 28th-September 8th, 2024. For those with assignee populations in France, and those planning relocations in or out of France during this time period, it is important to start planning, adjusting, and setting expectations early.

IMPACT ON MOBILITY PROGRAMS

Visas & Immigration

The large volume of travelers, as well as the possibility that some of the 250,000 jobs created by the Olympic Games will be held by people arriving from elsewhere, means that there are likely to be delays in visa processing times leading up to the events. Residence permit renewals for employees already in situ may also be affected and should be renewed early (prior to March 2024 where possible). Fast-tracked visas may be available to those affiliated with the Olympic Games and are likely to be arranged through the Ministry of Foreign Affairs rather than through local consulates.

Travel & Transport

Travel volumes into Paris, and, to a lesser extent, other French cities will be high towards the start of the Olympic and Paralympic Games. Availability of transportation is likely to be lower and average airline ticket prices will be higher.

Within France itself, 115 miles/185km of traffic lanes have been designated as 'Olympic Lanes' for athletes, organizers, press and VIPs. The public transport infrastructure extension intended for spectators is unlikely to be completed in time for the games, and so road traffic is expected to be extremely dense, and public transport extremely busy, throughout the events and in the months leading to it. Rental cars will be in high demand so inventory will be lower, and costs will be higher than normal.

Schooling

While few Olympic workers are expected to relocate to Paris with their families, there is existing scarcity for international schooling places in Paris. Education options will remain challenging for relocating families, which may be further hampered by delayed visas.

Temporary Accommodation

There is expected to be a severe shortage of temporary accommodations across Paris and in the surrounding areas in the run up to, and during, the Olympic Games. This includes hotels, serviced apartments and short-term rentals. Advance reservations are strongly advised as availability will be extremely limited. Price spikes of 30-70% can be expected, along with increased demand. Cancellation policies are likely to be fixed and nonrefundable throughout the events.

Sirva's partners are actively working on sourcing new property inventory and new suppliers to increase the availability of properties during peak demand, and citywide construction is also ongoing in preparation. However, reservations should be made as early as the first quarter of 2024, or sooner, to secure accommodation and obtain better rates. Assignments or pre-assignment trips would likely be best avoided in the second and third quarter of 2024, though virtual visits may be feasible for those moving later in the year.

Long-Term Housing

There has already been an increase in housing costs in and around Paris of between 1.6% to 4.4%, and this trend is expected to continue through 2023 and the Olympic year. However, this trend is somewhat unpredictable as it must be considered in relation to ongoing inflation and fluctuations in interest rates over that period of time.

Many homeowners may decide not to offer their furnished apartments for long-term rental until after the Olympics, to make them available for short-term rentals during the events. This way they will benefit from higher rental fees they could apply during the Olympics. This measure will cause a shortage of long-term rentals available during the summer.

Around any Paris properties, rental or purchased, there will likely be increased noise levels and crowds during the period of the Olympic Games.

Household Goods

The ability to pack goods for shipment or deliver goods that have arrived may be impacted before, during, and directly after the Olympics. Construction and preparation activities for the Olympics may create challenges for moving teams to arrive on time or accommodate certain dates and times. A few additional notes:

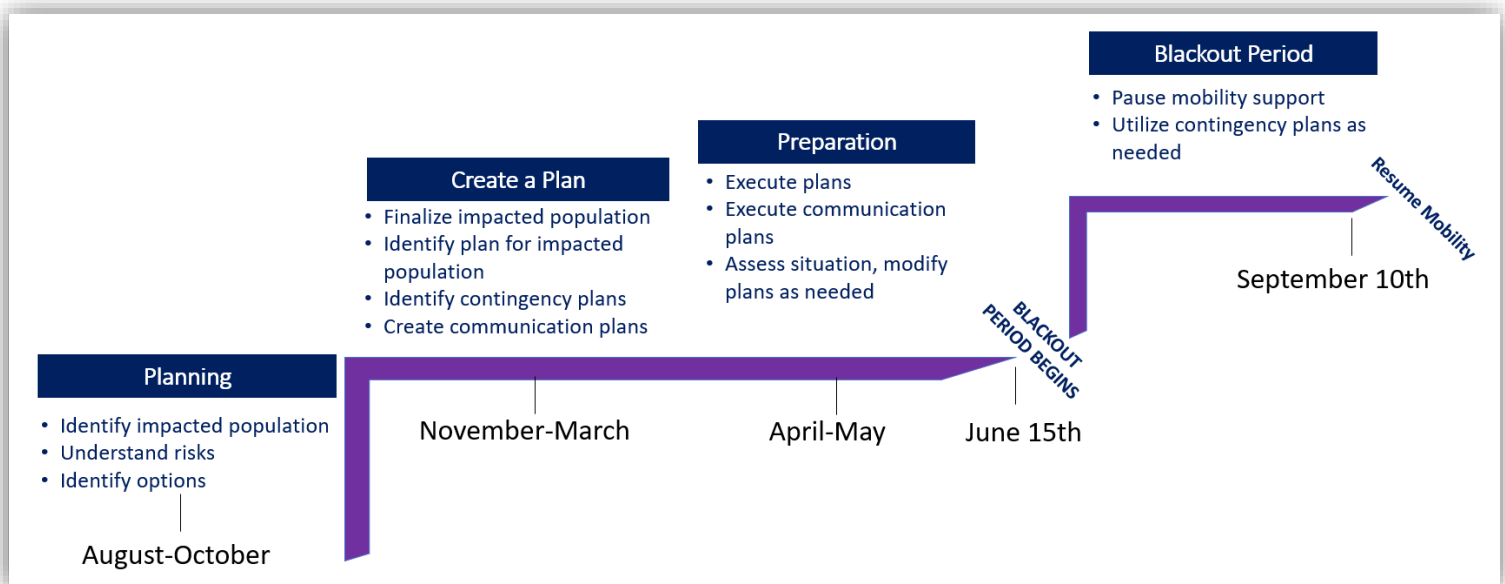
- We anticipate customs clearance delays due to an increase in goods and supplies arriving to support the Olympics, along with additional security checks.
- Access to streets and buildings may be challenging as we anticipate traffic may be rerouted, making typical routes unavailable and disrupting traffic flows.
- Roads may be closed or restricted and parking may be banned or limited to certain days or times.
- Traffic will become denser the closer we get to the Olympic dates, impacting access and travel times.
- Additional security may also impact traffic routes and typical access.

We anticipate that the situation on the ground will be fluid and Sirva will be working closely with clients and employees to provide guidance on impacts to timelines.

TIMELINE

Given the potential impacts to mobility programs, it will be important to:

- **Have visibility** to your pipeline of moves that will be impacted
- **Understand the risks and options** for your impacted population
- **Identify a plan, and contingency plans**, for your impacted population
- **Identify a blackout period** where mobility support may need to be halted/paused
- **Understand the fluid nature** of the situation and work closely with your RMC



CONSIDERATIONS & HOW TO ADDRESS THESE IMPACTS

Paris Locations

- Hauts-de-Seine
- Seine-Saint-Denis
- Yvelines
- Seine-et-Marne

Surrounding Locations

- Lille
- Nantes
- Chateauroux
- Lyon
- Saint-Etienne
- Saint-Etienne
- Nice
- Marseille
- Bordeaux

Companies will need to determine if they wish to proceed with relocations into Paris or surrounding locations hosting Olympic events between the second and third quarter of 2024.

Modify Arrival Dates: If moves can be completed earlier (before June), or postponed until after the Olympics and Paralympics (in mid-September), then this could save considerable cost and reduce negative impacts on the relocating employee's experience. This is made easier with the advancement of remote work and virtual mobility, so companies may consider if they wish to start an assignment or transfer virtually with the employee remaining in the home location or in a third, nearby location less impacted by these summer events.

Pre-Book Leases: Companies concerned about availability may want to consider taking out leases on a certain number of properties to ensure they have available inventory. This may be an attractive approach for companies that have predictable annual volumes into Paris. Incoming employees could be rotated into units for the duration of the lease. Sirva can assist with sourcing, pre-booking and maintaining inventory for companies.

Setting Expectations: If it is decided that an assignment or transfer should take place during this period, it is vital that advance notice is given to your RMC and that immigration, housing, and travel arrangements are made well in advance. There will be high demand for housing and hotels, so inventory will be limited and prices will be higher. Plane and rail tickets will also be in high demand, so there may be limited options for travel, and prices will be higher.

It is recommended that candid discussions are had with relocating employees to set expectations and to expedite required actions in advance of the move, and that similar conversations are had with assignees currently in France about how they may be impacted.

Planning for Additional Costs: Sourcing and securing accommodations may take longer, impacting timelines. Organizations need to plan for additional support and costs as employees may require additional DSP support and extensions for temporary accommodations.

Companies will need to plan for higher-than-normal costs for housing, transportation, shipping, travel expenses and incidentals leading up to and during the Olympics. Landlords will be charging

a premium for housing and the government has already announced that they will not be controlling rents during the Olympics.

Authorize Moves Sooner: Companies may want to authorize moves sooner to help minimize disruptions to relocation timelines and provide employees with more time to relocate before the Olympics.

WHAT GUIDANCE CAN SIRVA PROVIDE?

Sirva will continue to stay on top of this evolving situation and provide ongoing information to those clients and relocating employees impacted by events in Paris.

Feel free to reach out to our Global Advisory Services at globaladvisoryservices@sirva.com or your Sirva representative for any further information.