



# **SOPHIA ANTIPOLIS HUB SITE**







**Arm France, based in the first technology campus in Europe: Sophia Antipolis, near Nice, has grown from a 20 people startup to more than 350 employees today, at a 25% CAGR in the last 22 years.**

After having expanded within the original building and adding a second building in the neighborhood, in 2017, we made the decision to rent 2 buildings to be constructed for us.



Below is the brief created prior to the construction of the new site in 2017, in line with the company Core Beliefs (see page 16):

**A modern work environment to enable innovation and synergy between groups**

- Embarking a journey from teamwork to cross group collaboration
- Open the site to the rest of Arm worldwide
- Be ready to evolve work practices

**An attractive and worldwide leading-edge office**

- Attract/retain talent
- Secure Sophia's growth and contribution to Arm
- Host internal/external Arm and technology events/conferences
- Create networking opportunities for Sophia employees
- Showcase the made in Sophia brand

**A place where collaboration and wellbeing happen naturally**

- Enable Work-life balance
- Design the site flow to connect and mingle people
- Provide a wide variety of workspace style

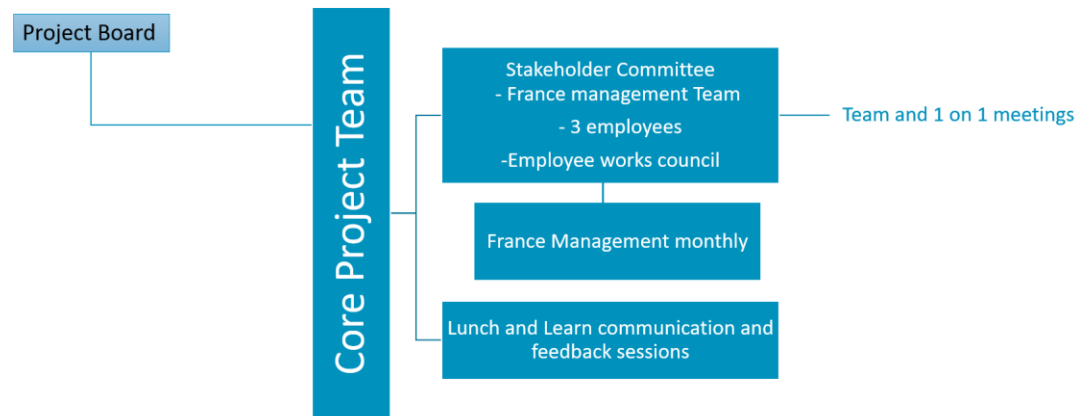
**An environment that enables everyone to be their brilliant self**

- Healthy people are productive people, strong focus on Wellbeing
- Inspiring work environment (view)
- Space for focused work (quiet)

**Future proofs ARM France growth for the next 5-10 years**

- Capacity to enable growth for 5-6 years
- Flexibility to allow for an evolutive environment

The program was built to engage a wide range of stakeholders and first and foremost the building users.



We believe that successful layouts provide with a wide range of environments to enable people to:

	<b>SHARE</b>	gather . share . exchange ideas, points of view or experiences
	<b>WORK</b>	solo . groups . co-working
	<b>MEET</b>	informal or formal meeting
	<b>RELAX</b>	chill . calm down . breathe
	<b>FOCUS</b>	concentration . quiet atmosphere . peaceful
	<b>PLAY</b>	games . sports . team building

We ran a series of eight “lunch and learn” communication and feedback meetings, with all employees, during the 2 years between the project launch and the move into the new site.





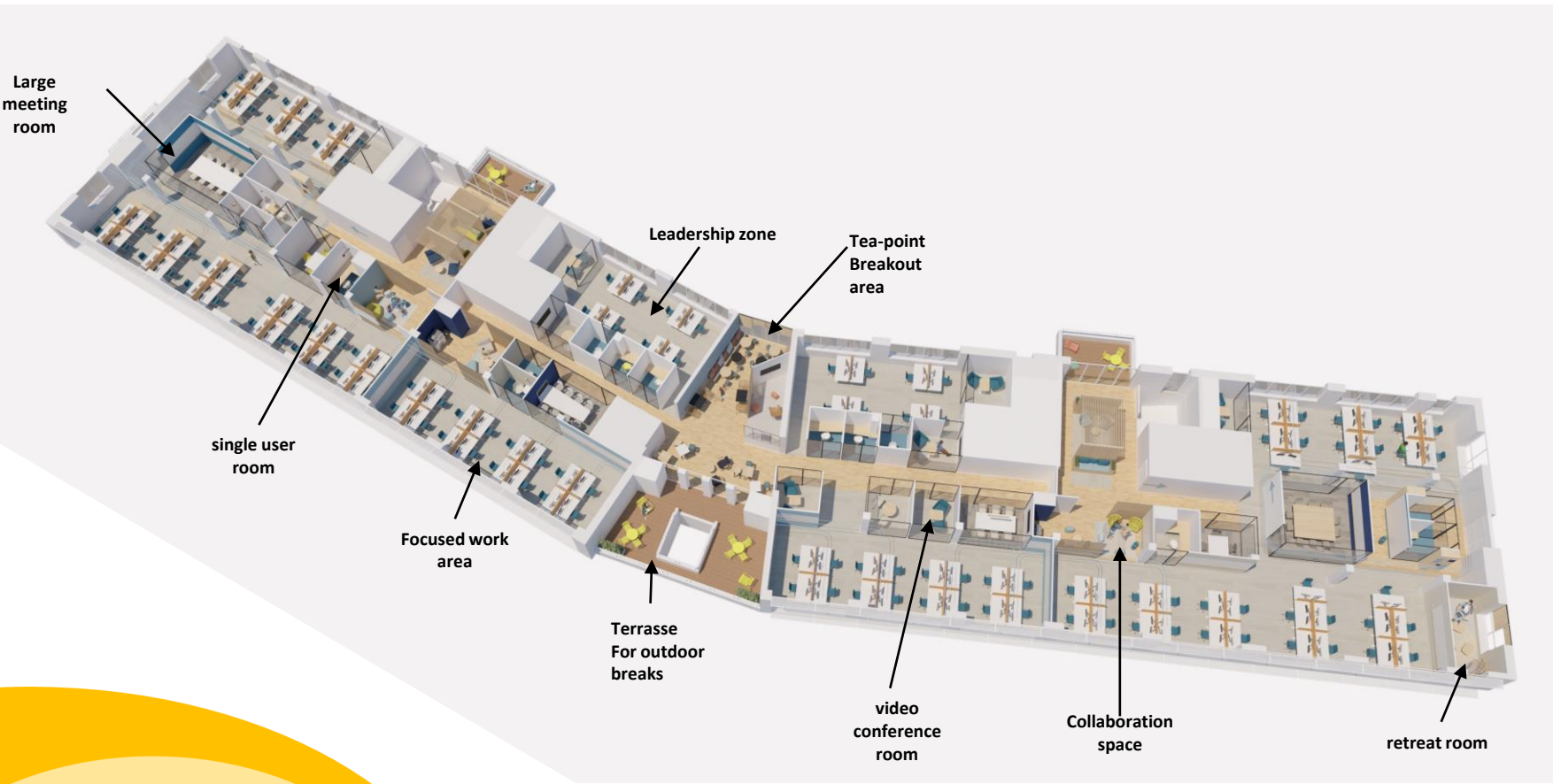
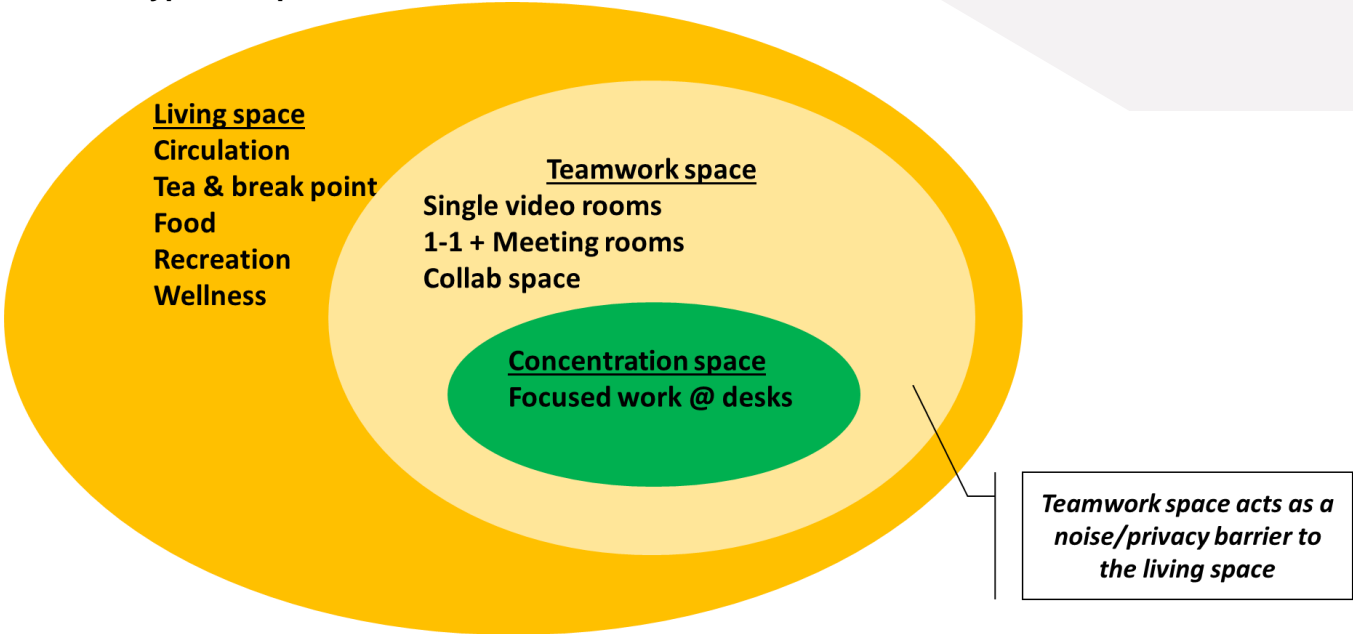
# Floorplan

Arm is an intellectual property company; we are bringing brilliant people together to build the future of computing.

## Innovation and serendipity are paramount for us.

We have designed the building layout with a central restoration area: the tea point: an emblematic feature of the company culture, where employees come together. Combined with the outdoor terrasse, you can enjoy the Mediterranean climate and forest view that is unique to the site.

## A new approach: 3 different types of space

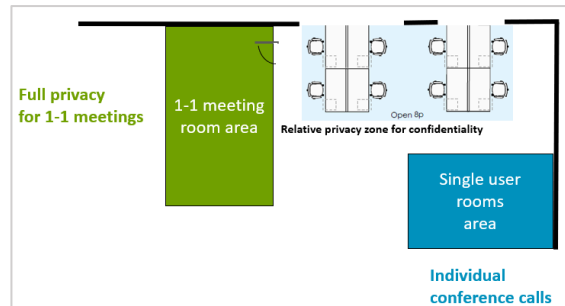


## ➔ An example of design innovation

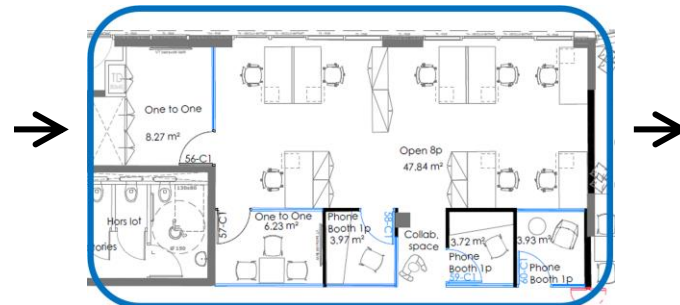
### Leadership zones to replace single offices.

Beyond resolving the challenge of: "who should we assign a single office to?" the leadership zone concept that we ended up implementing, is more in line with the company culture.

#### Leadership zone – concept, plan and actual picture



CONCEPT



PLAN



IMPLEMENTATION



### **We learned a lot during the project**

We delivered the buildings in the middle of a global pandemic and had put so much flexibility in the design that the buildings are fit for a post COVID hybrid working usage.

**Today, Arm Sophia Antipolis is one of the sites with the highest rate of employee presence on site across Arm worldwide.**

The quality and livability of the buildings clearly attract employees back together, which is strategic in our intellectual property business.







**All desks have access to quality views  
composed of fauna or flora**

**Workstations are all electrically  
adjustable to allow sit-stand usage**



## ➔ Employees have plenty of options to stay healthy



Full featured gym with forest view



Shared e-bike to commute to bus station



Onsite restaurant with healthy and responsible food sourcing



Onsite barista with healthy choice (smoothies, juice and home-made pastries)





**The site is surrounded by a Mediterranean live oak forest and at walking distance from a beautiful gold course.**





**Outdoor and indoor  
decorations by local artist  
help attracting employees  
on site during events**







Several outdoor break areas have been installed to take benefit of the favorable French Riviera climate



## Energy performance

**With this project we have more than doubled the floor area, allowing for headcount growth without increasing the overall Energy consumption.**

This represents a 55% reduction of Energy per sqft. In addition, we have switched from non-renewable energy to 100% renewable Energy with our electricity provider.



Building	Year	sqft	kBtu	% renewable Energy	kBtu/sqft	Energy Saving
Previous Buildings	2019	27,814	2,385,482	0%	85.8	
New Buildings	2021	60,795	2,323,589	100%	38.2	-55%



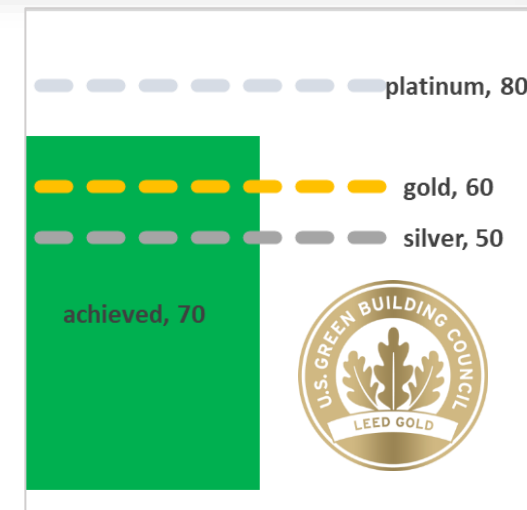
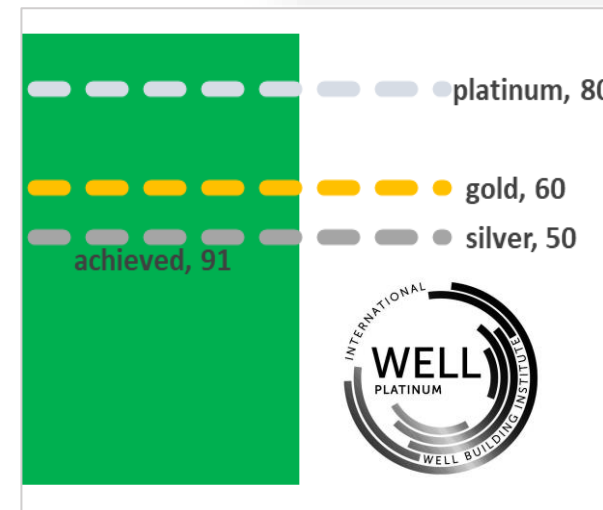
# Sustainability and Wellbeing

**We aimed for LEED Gold and WELL Gold certification and achieved LEED Gold and WELL Platinum.**

Meeting both standards concurrently was very challenging but engaging for the project Team, focusing both on the good of the planet and of our employees is motivating.

Summary of LEED and WELL features implemented:

- ✓ Most workstations are within 6 meters of transparent envelop glazing
- ✓ All workstations are adjustable sit-stand desks
- ✓ 75% of regularly occupied spaces have access to quality views composed of fauna or flora
- ✓ Small zone thermal control
- ✓ Public transportation
- ✓ Bicycle facilities : bicycle storage (@site and @bus station), changing room, showers and lockers
- ✓ Self-service e-bicycles for last kilometre commute
- ✓ Doubled number of Electric Vehicle charging points
- ✓ Water efficient landscaping through the utilization of native planting
- ✓ Water use reduction using low flow fixtures
- ✓ Waterless Urinal, High efficiency toilet flush
- ✓ Advanced energy metering to enable better visibility and identify additional energy savings
- ✓ All LED luminaires
- ✓ 100% Renewable power
- ✓ Controllability of systems, lighting and mechanical
- ✓ Outdoor air delivery monitoring
- ✓ Increased ventilation
- ✓ Green cleaning (produced on site)
- ✓ Acoustic panels on walls and acoustic partitions on desks
- ✓ Healthy and responsible food and sourcing
- ✓ Full featured gym
- ✓ High performance filter water dispenser
- ✓ 4 streams waste management
- ✓ Construction waste management



## Post COVID survey results

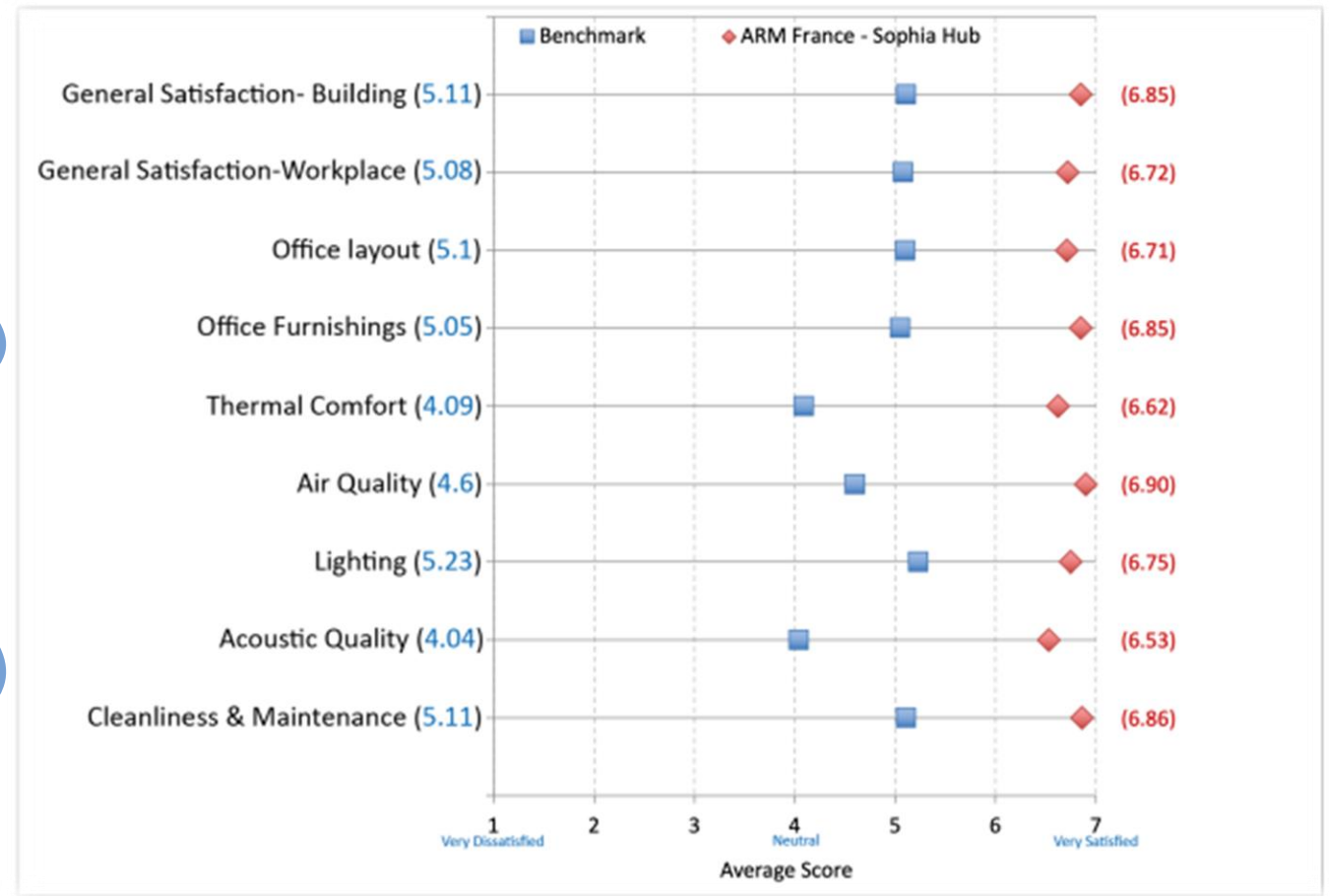
In 2021, about one year after moving into the building, and once return to office was effective, we have launched a building users satisfaction survey. The survey results have been very positive.

92%

of respondents consider that the work environment enhances their mental health

95%

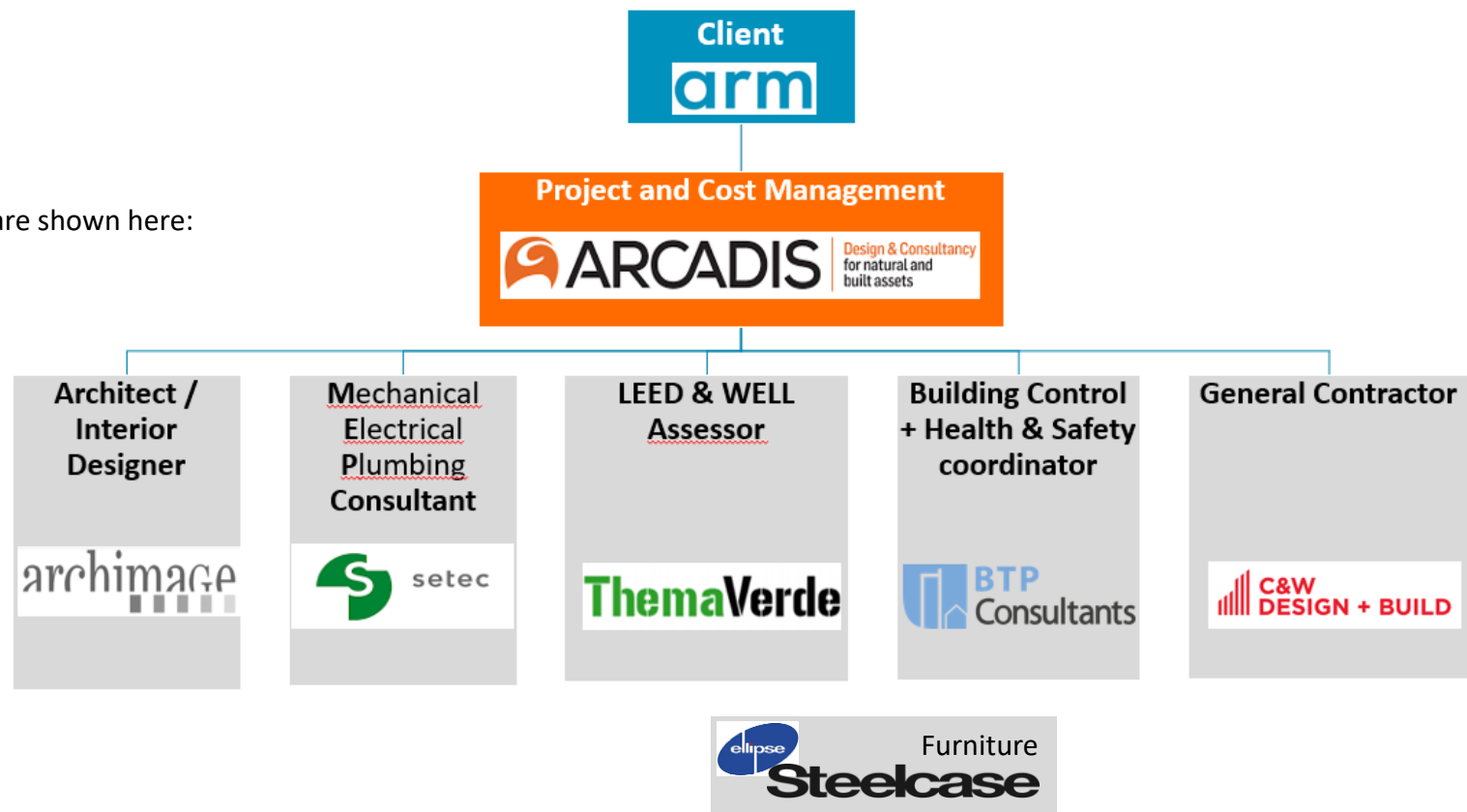
of respondents consider that the work environment enhances their life satisfaction





## Project team

The main firms that contributed to the project are shown here:



The full list of firms is below:

<b>Architect &amp; Interior Designer</b>	ARCH'IMAGE
<b>MEP engineer</b>	SETEC
<b>Acoustician</b>	VENATECH
<b>Building Controller</b>	BTP Consultants
<b>Health &amp; Safety coordinator</b>	BTP Consultants
<b>LEED &amp; WELL assessor</b>	ThemaVerde
<b>Project &amp; Cost Management</b>	ARCADIS
<b>General contractor</b>	REPONSE
<b>FF&amp;E supplier</b>	ELLIPSE
<b>AV integrator</b>	PROAV
<b>Access control</b>	AVTEL
<b>Kitchen specialist</b>	LCI
<b>Move company</b>	AMT Transfert

## Project costs

Description	Supplier	Cost (Euro excl. VAT)
<b>Hard Costs</b>	C&W Design + Build	6,0 M€
<b>Soft Costs</b>	All consultants	1,5 M€
<b>Other Costs</b>	Other suppliers	1,3 M€
<b>Total:</b>		<b>8,8 M€</b>

Cost is for fit-out only, since buildings are rented

## ➔ Additional information about Arm

At Arm we trust our colleagues, actively support personal growth, and encourage continuous improvement in everything we do.

Our core beliefs have been our guiding principles for all the decisions we made during the project:



### **Do great things**

Working at pace, embracing challenges, finding a way



### **We, not I**

Win together, not alone



### **Be your brilliant self**

Skillful individuality, performance and inclusion



### To find out more:



SOPHIA ANTIPOLIS technology park website: [Home - Sophia-Antipolis](#)

Life at Arm: [Arm: Life LinkedIn](#)

Arm website: [Defining the Future of Computing – Arm®](#)