

# Brief: Return-to-Office Mandates as a Hardware Lifecycle Dislocation

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**Return-to-office mandates represent a delayed but material disruption to enterprise IT asset lifecycles. The shift is driven by workforce policy rather than technology change and is unfolding unevenly across sectors. New data shows that RTO pressure coincides with elevated IT talent attrition, distributed device custody, and aging pandemic-era equipment. For IT asset disposition providers and enterprise IT leaders, these conditions increase recovery risk, data security exposure, and value leakage over the next 18 to 24 months.**

Using survey data, this brief assessment draws on workforce sentiment metrics, labor attrition trends, and enterprise device deployment patterns to evaluate how return-to-office mandates are reshaping enterprise IT asset risk and ITAD operating conditions. Rather than focusing on policy debates, the analysis isolates measurable signals that indicate elevated recovery exposure, surplus timing distortions, and increased data security pressure across distributed fleets. For ITAD providers and enterprise IT leaders, these findings point to a structural adjustment in asset disposition volumes, recovery models, and audit requirements extending through 2026.

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