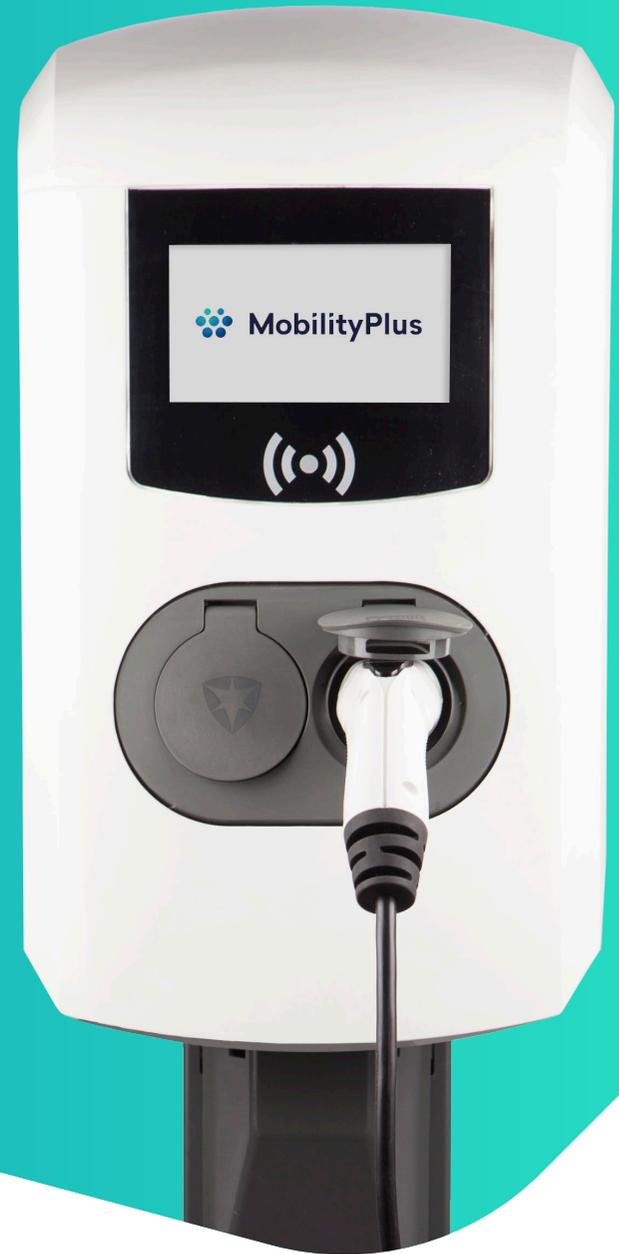


**An all-electric fleet by  
2026:  
this is how you get  
started**



## INTRODUCTION

### STEP 1

Find your way in the e-jungle

### STEP 2

Create internal EV ambassadors

### STEP 3

Draw up a transition plan

### STEP 4

Outline and analyze the total cost

### STEP 5

Provide charge points and charge cards

### STEP 6

Devise a clear e-car policy

## CONCLUSION

# Why switch to an electric fleet now?

**All company cars emission-free by 2026.** This ambition of our federal government leaves little room for interpretation: electric driving is the future.

To stimulate the greening of fleets, Belgium is scrapping the tax benefits for classic company cars with internal combustion engines. If you want to keep enjoying the favourable tax regime that we know today, there is only one option: **making the transition to a 100% electric fleet.**

Although 2026 may still seem a long way off, it is better to start now. After all, such a transition is intensive work that is best done step by step. In this e-book, we will explain exactly what these steps entail. This means you **can be sure that you are making the right choices – for today and for tomorrow.**

**No emissions, many advantages:**



**Sustainable entrepreneurship:** reduce the ecological footprint of your company.



**Green corporate image:** boost your reputation in your search for new employees and customers.



**Lower TCO:** save costs with a green fleet.



**Greater comfort:** give your employees more luxury and driving pleasure.



**Financial and fiscal support:** enjoy (new) support measures.

# STEP 1

## Find your way in the e-jungle

The market for electric vehicles is evolving at lightning speed. Car manufacturers are continually introducing **new models** with even more powerful and cheaper batteries, a longer range and impressive technological features.

In response, the **charging infrastructure** is also growing. New techniques are increasing the charging speed, employees are exchanging their fuel card for a charge card, and charge points are appearing at people's homes, at work and on the roadside. In addition, a number of providers are ready to deliver various services to you.

Can't make a decision? You're not alone. E-mobility has become specialised work in recent years. It is therefore best to work with a **brand- and energy-independent e-mobility specialist** to guide you through this e-jungle. This means that your objectives are considered first and foremost, you always have free choice and you avoid hidden costs.

### What type of providers do you come across in the e-jungle?



**Charge Point Integrator:**  
installs charging infrastructure



**Charge Point Operator:**  
manages charge points



**e-Mobility Service Provider:**  
charge card manager



### **TIP: To minimize the hassle, choose an all-in-one partner**

If you choose a different provider for each service, the costs will quickly add up and you will waste time. An all-in-one partner makes charging cheaper and easier.

## STEP 2

# Create internal EV ambassadors

As a business manager, HR manager, fleet manager or facility manager, you cannot make the switch to a 100% electric fleet alone. To make it a success, you need sufficient support from all levels of your company. You do this by putting together **an EV team that leads the process** and informs all employees clearly.



**TIP: appoint an enthusiastic EV driver.**

He or she will be the contact person for electric mobility in your company.

### Who is on your EV team?

Ideally employees from all departments: senior management or CEO, fleet management, human resources, facility management, finance, and communications, as well as an external advisor.

For large organizations, it is best to split the EV team into a working group (for preparatory work) and a steering group (to make decisions).

### What does the EV team do?

1. Build up knowledge about e-mobility
2. Start transition:
  - Draw up a transition plan
  - Outline and analyze total costs
  - Provide charging infrastructure and charge cards
  - Devise a clear e-car policy
3. Monitor and evaluate the process
4. Inform colleagues, raise awareness and get everyone on board



## From EV doubters to EV ambassadors

With an electric fleet you contribute to a greener future. There is a good chance that your employees will be positive about this change, even if they may have questions because of uncertainties or misconceptions.

**A well-prepared EV team turns biases into benefits** and transforms EV doubters into true EV ambassadors.

Bias	Benefit
Few models	The offer continues to grow: 92 EV models will be on sale in Europe by the end of 2021. <sup>(1)</sup>
Small operating radius	The average range of an EV is 200-450 km with one charge. <sup>(2)</sup> For some cars, this increases to more than 700 km.
Charging takes a long time	<u>Charging your electric car takes barely 30 seconds.</u>
Electric driving is expensive	If you look at the Total Cost of Ownership (TCO), you are better off with an electric car in the long term. <u>More about TCO (Total Cost of Ownership) in Step 4.</u>
Less luxury	Employees do not have to drop a car category. On the contrary, with an EV you often get more comfort (parking assistance, infotainment, automatic transmission, etc.) for the same budget.

// Electric driving requires a certain mindset: you do not stop to charge, but charge when you stop. How long does it take to charge your car? 30 seconds: the time it takes to plug in the charging cable. //

Jean-François Cheyns, founder and CEO of MobilityPlus

# Range anxiety?

Not necessary!  
In 2020 there were

**224,538**

public charge points in Europe ... and  
the number continues to grow <sup>(3)</sup>



# STEP 3

## Draw up a transition plan

The EV team explains how and when you can replace which company cars with an electric version. By gradually making the fleet more sustainable, the switch remains manageable and you can make targeted choices.

### What specifically do you need to do?

1.

Determine a driving profile for each employee: average number of km travelled, commuting distance, vehicle class, end of lease, etc.

2.

Compare EV models in terms of characteristics relevant to your company: charging volume, range, purchase or lease price, delivery times, etc.

3.

Investigate charging options. How many charge points fit in your car park? Can you use green electricity? What about charge points at your employees' homes?

#### Opportunities:

- True EV fans
- Expiring leases
- Wide range of comparable models

5.

Decide who can make the switch, and when. Start with the cars that you can easily replace in the short term and that also immediately deliver benefits.

4.

Use all the information you have gathered to link needs to suitable electric cars.



#### Tip: repeat this exercise regularly

McKinsey expects about 400 new EV models by 2023.

⚠️ The market could look completely different in just 6 months' time!



“With this roadmap, an electric fleet is within reach. We have observed that at companies that follow the 6 steps and successfully raise awareness among their employees, more than 70% of those employees opt for a plug-in hybrid or fully electric car themselves.”

Kris Pensaert, Chief Commercial Officer at MobilityPlus

# STEP 4

## Outline and analyze the total cost

### TCO of the cars

Calculate the TCO of the electric cars from your transition plan and compare that with the price tag of your company cars that run on petrol or diesel.

What stands out? The costs for **energy consumption and maintenance** are considerably lower and the **tax benefits** also provide immediate savings.



**TIP: Want to compare costs in a few clicks?**

Use the Flemish government's TCO tool.

### Energy consumption: strongest asset for your TCO

Electricity is cheaper than petrol or diesel. You easily save **€100 to €150 per month per car** (assuming 25,000 km driven per year). If you also consciously pay attention to your charging mix, the costs will drop even more.

### Smart charging mix = greater impact on TCO

	Home	Work	Public AC	Public DC	Year TOTAL*
Scenario 1	0%	50%	25%	25%	€ 1,867.81
Scenario 2	75%	20%	0%	5%	€ 1,338.38
Scenario 3	20%	75%	0%	5%	€ 954.06

\* these amounts are indicative



### Attention for plug-in hybrids:

if the car does not get charged consistently, the TCO will increase. Make sure you gain insight into all the charging sessions at your employees' homes.

// Thanks to agreements with a number of well-known car manufacturers and good lease partners, as well as the tax benefits, we are able to offer more expensive EVs for the same TCO, with all possible charging options. Plus: by fully investing in charging infrastructure at our sites, the (energy) costs will decrease further in the long term. //

Michaël De Meyer, Compensation & Benefits Project Manager at Umicore

### Tax incentives for electric driving <sup>(4)</sup>:

- The purchase or lease amount (including tyres, charge point and electricity costs) is fully tax deductible.
- The car registration tax (BIV) and road tax are lower or nothing at all.
- Benefit in kind is lower for electric company cars that are also used privately.
- Municipalities and provinces issue local premiums.

### TCO of the charging infrastructure

Charging at work is by far the cheapest option, followed by charging at home. Which charge points you are best buying depends on, among other things, the **electricity connection, charging preferences and the type of EV.**

Get quotes from several specialized charging service providers to get a clear picture of the possible TCO of your charging infrastructure.



#### **TIP: get a return on your charge points**

Are you looking for a payback to lower your TCO? Make the charge points on your company site publicly accessible. Visitors can then charge their EV at a rate that you determine.



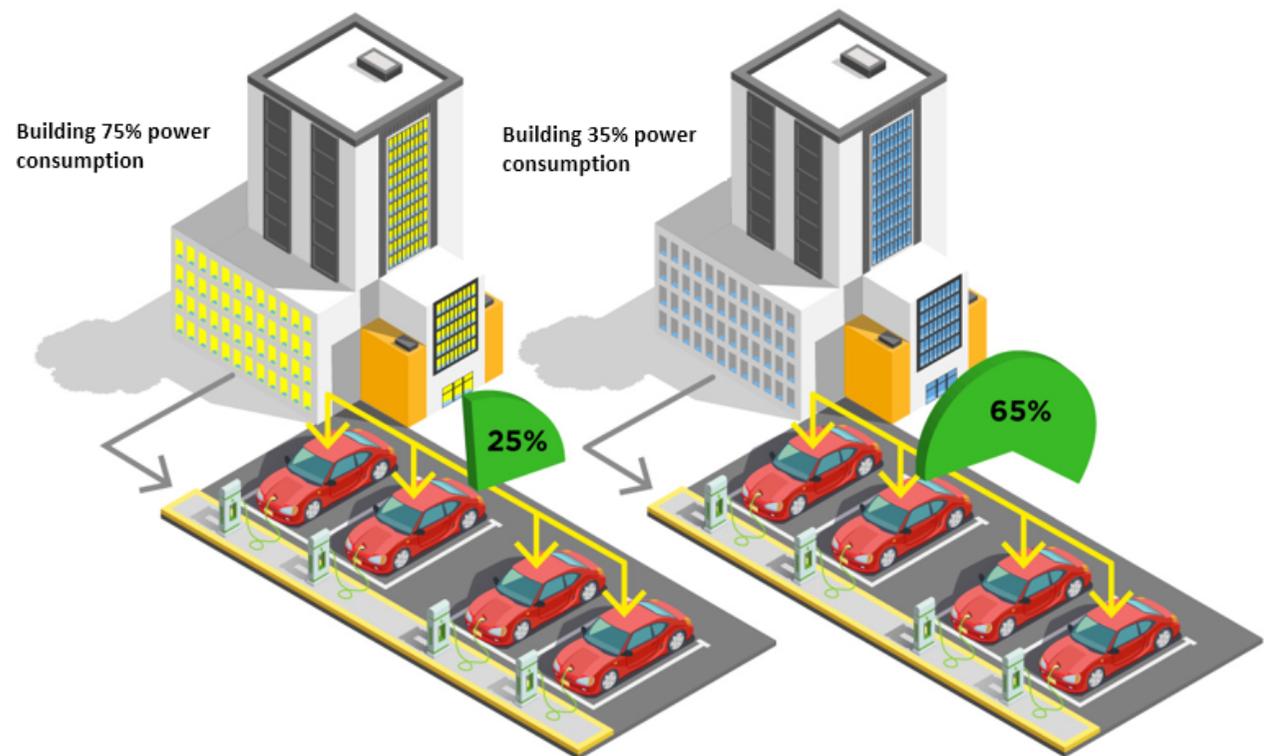
## Avoid high peak costs with smart energy management

From 2022, the energy regulator VREG will introduce the **capacity tariff** for the residential market. Most of your electricity bill will continue to depend on your consumption, but the grid costs will increase at peak consumption times. So spreading your consumption is the message, though it is not always realistic.

A smart energy management system is a better solution: it **automatically distributes the available energy between your charge points based on the real-time consumption in the building**. Also add solar panels and/or a wind turbine and you have found the best way to use (green) electricity.

## Smart energy management

- ✓ Up to 2.5 times more charge with the same installation
- ✓ No peak consumption
- ✓ No chance of power failure
- ✓ No expensive upgrading of the electricity infrastructure required



// You control part of the TCO yourself.  
If you opt for the ideal charging mix and  
smart energy management, you can do good  
business. //

Jean-François Cheyns, CEO of MobilityPlus

# STEP 5

## Provide charge points and charge cards

Do you have all the costs at a glance? Time to choose providers for your charging infrastructure.

Charge Point Integrator (CPI)	Charge Point Operator (CPO)	e-Mobility Service Provider (MSP)
<p>A CPI helps you make a choice from the growing range of charging solutions.</p> <p>Together you will look for the best package for your budget and transition plan, after which the CPI will install the charge points on your company site and at your employees' homes.</p>	<p>A CPO allows administrators and users to easily monitor charging sessions from any device via an online platform.</p> <p>This allows you to have an overview of charging transactions, billing, user rates, energy management and more, at any time.</p>	<p>An MSP offers you charge cards that give you access to an extensive network of public charge points.</p> <p>You usually manage the mobility budget of your users with a subscription. Some MSPs also offer a handy app.</p>

With a partner that covers all these three functions, you can easily determine the most suitable charging solutions for at home, at work and on the road. Moreover, the reporting remains very clear.

## What should you pay attention to when purchasing charge points?

- **SIM lock-free:** some charge points are 'locked'. As a result, you are stuck with the same operator. Choose a SIM lock-free charge point, so you are always free to choose the operator.
- **OCCP 1.6 / 2.0.1:** if your charge point supports this protocol, it can communicate with all types of management software.
- **Platform-independent:** choose a charge point that communicates directly with the management platform via a SIM card, without the intervention of the manufacturer's platform.
- **Extra costs:** watch out for start-up and exit costs or an uplift depending on the power consumed with the supplied charge cards.
- **Energy management:** consider linking a smart energy management system to the charge points.
- **Premium European brand:** this means you can be sure of the quality. A cheap charge point can cost you dearly.

## Free charge point or charge card? Often too good to be true

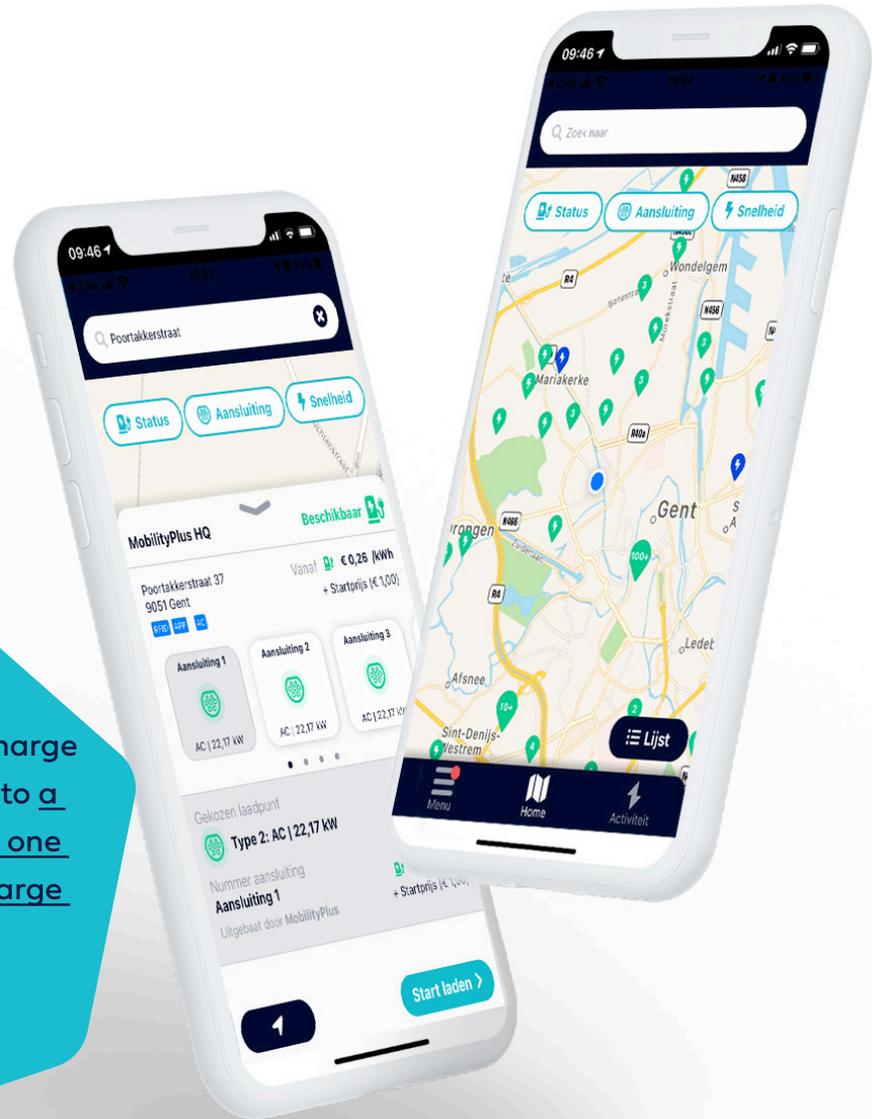
Check the quote's small print. You are often **stuck with an energy contract** for several years or pay **extra costs** in a different way.



## Make charging easy

Try to support your employees as much as possible in the switch to electric driving. By focusing on charging at home and at the company site, you provide **more comfort and security, without sacrificing charging speed**. And with a charge card in their pocket, your employees can travel all over the country!

With a MobilityPlus charge card you have access to a network of more than one hundred thousand charge points in Europe.



## Fast, faster, fastest charging

	Normal charging	Normal charging	Quick charging	Ultra-fast charging
	Mode 2 AC Standard power socket	Mode 3 AC Charge point	Mode 4 DC Charge point	Mode 4 DC Charge point
	2.4kW	7.4 - 22kW	24kW - 50kW - 175kW	350kW
	3 - (50h)	2 - 14h	20 - 60min	10 - 40min
	5 - 15km/h	20 - 100km/h	200 - 500km/h	+1000 km/h
	Residential pay attention to safety and fire regulations!	Residential Businesses Public inspection certificate!	Companies Tertiary sector Public	Companies Tertiary sector Busy urban areas (AAA locations) Motorways
<b>Smart charge point (€)</b>	-	1k - 3k	10k - 75k	> 75k
<b>Prices kWh</b>	€ 0.25	€ 0.25 residential € 0.05 - 0.25 companies € 0.30 - 0.45 public	residential N/A € 0.05 - 0.25 companies € 0.40 - 0.70 public	residential N/A € 0.05 - 0.25 companies € 0.70 - 0.99 public

## STEP 6

# Devise a clear e-car policy

Before you let your employees loose in an emission-free vehicle, **it is best to put some agreements down on paper**. How strict those agreements are and what they look like varies from company to company. You can base them on your general car policy and/or get inspiration from the checklist below.

### Checklist: which agreements should not be missing from your e-car policy?

- ✓ Where to charge: % at home, % at work, % on the road
- ✓ How do you use a home charge point?
- ✓ What about damage to a charge point at home?
- ✓ What about damage to a charge point at work?
- ✓ What if a charge card is lost?
- ✓ What if you have problems with a charge point?
- ✓ What if an employee with a home charge point moves house?
- ✓ What if an employee with a home charge point leaves the company?
- ✓ At what rate are the energy costs reimbursed for a home charge point?
- ✓ Who owns a home charge point?

### Public charging is up to 5 times more expensive

Encourage your employees to charge at work as much as possible to reduce costs. Public charging can be up to 5 times more expensive! After all, there are **various parties that each want to get their share**. Moreover, unlike petrol stations, there is **a lack of transparency about the charging costs** at public charge points. Fortunately, sector agreements are being made to make the actual costs immediately visible.

# CONCLUSION

As will be very clear to you now, there is a lot to consider when switching to an electric fleet. But with good preparation, a motivated EV team and the right partner by your side, you will succeed in reaching your goal by 2026 – or even earlier! This will allow your employees, your customers and you to reap the benefits of sustainable mobility.

Good luck and enjoy the e-ride!



Choosing MobilityPlus means choosing smart, green charging with no hassle. More than 500 satisfied customers can confirm this.

A.C.A  
IT-Solutions



MARIA  
MIDDELAIRES  
GezondheidsZorg met een Ziel

az alma  
zorg met een hart

AZ JAN PALFIJN  
GENT



Befimmo



Chirec  
Capital Group  
Clinique de la Sclérose et Proques

chm  
mouscron  
Centre Hospitalier de Mouscron

COURTYARD  
BY MARRIOTT

DELORGE

eurabo®  
natuurlijk!

CLINIKES  
DE L'EUROPE  
EUROPA  
ZIEKENHUIZEN  
advanced care - personal touch

EY  
Building a better  
working world

gent: zoveel stad

inex

IT-Planet

MEDIALAAN

Monument  
Chemical



Objective

Ostend-Bruges

PARTAGO

RENAULT

SIEMENS  
Ingenuity for life

SOFICO

SWECO

umicore  
materials for a better life

UNILIN

Vandemoortele  
shaping a tasty future

VOLTA  
Kruispunt van elektratechniek

WILLEMEN  
GROEP

**Count on MobilityPlus: your one-stop-shop for charging solutions at home, at work and on the road. We do all the hard work for you every step of the way.**



### Charge points from all the best brands

Choose the best charge point based on your needs and wishes from our range of premium brands, including Alfen, ABB, Schneider, Legrand, Siemens, Mennekes and Efacec.

> Purchase or lease with our Charging as a Service formula: contact us for more information



### Automatic management platform

Easily manage your charging solutions any time, anywhere: from real-time insight into charging sessions to automatic reimbursements and clear reports.



### Service & maintenance

You can count on hassle-free installation, an extendible warranty and round-the-clock assistance. Our technical team is available 24/7 and provides a customised service.



### Smart energy management

Avoid overloads and high peak costs and charge faster with our unique energy controller. It also means you make optimal use of green electricity.



### Charge cards

Use our charge cards at more than 100,000 charge points in Europe. Charge extra cheaply – including at public charge points – with 1 of our 5 monthly subscriptions.



### Independent advice

MobilityPlus is 100% brand- and energy-independent, so you can always be assured of an open mind, honest advice and charging solutions tailored to your needs.

**Ready for your electric fleet?  
MobilityPlus will help you on  
your way.**

**Please contact us.**