

pluxee

Downsizing

26/03/2024

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Agenda

1. Presentation of the company

4. FMB

2. Objective

5. New Car policy

3. How did we get here?

Pluxee Belgium

1. Presentation of the company

Pluxee Belgium nv

Ravensteinstraat 36

1000 Brussels

250 employees at 1 location with a move on 01/01/2024 from Avenue de la Plaine 15, Ixelles.

Pluxee is an issuer of meal vouchers, eco-vouchers, service vouchers and gift vouchers.

Mainly administrative work with a limited number of external employees.

60% of the employees live in the Brussels region

Until 31/12/2023: 1 building with plenty of parking spaces (covered and/or public) for everyone.

From 01/01/2024: +/-120 work spaces and 6 parking spaces for 250 Pluxee employees

Telework:

- Before moving: Min 2 days/week to the office
- After moving: Min 1 day/week to the office

Pluxee Belgium

1. Presentation of the company



Ravensteinstraat 36
1000 Brussels

Pluxee Belgium

1. Presentation of the company

Pluxee wants to take the lead in CSR and that is why Pluxee definitely wants to be a front-runner in terms of mobility.



Ecovadis Gold certificaat



Direct footprint on the environment



CO2 neutral company
as the first and only issuing company in Belgium



ISO 9001



Gender equality
(Well-being of our employees)

Pluxee Belgium

2. Objective

For Pluxee CSR is often a deal-WINNER in Commercial negotiations and you can find it in the DNA of almost every Pluxee employee

OBJECTIVE:

- Reducing our carbon footprint : move to new CO2-neutral building and a NEW Car Policy
- Reducing commuting by car from 67% before 01/01/2024 to less than 15% by the end of 2025
- To be an attractable employer

CHALLENGES:

- Transition to alternative mobility
- Adjusting habits qua live-work traffic
- Adaptation Car policy for use of EV's

Pluxee Belgium

3. How did we get here?

➤ Since Jan 2023:

- first steps toward electrification
- 40% of the vehicles are EV
- 60% are Hybrid (petrol or diesel)

⇒ MAIN ISSUE: employees in the lowest level cannot choose for the FMB and in pillar 1 an EV

➤ NEW Car Policy since Jan 2024

- 90% cars are EV
- Policy concerning usage and policy concerning EV-home charger

Pluxee Belgium

4. Federal Mobility Budget

- In 2022 the FMB was launched. Very Basic. Few members. Only for employees within the 10 km from the office.
- September 2023: Major improvement with CLEAR rules to determine the correct budget.
- From 01/2024:
 1. Implementation of new budget for FMB
 2. For all users the work min 50% from home
 3. Creation of a virtual category (under the lowest scale)

Pluxee Belgium

5. NEW Car policy

- New Car policy: 4 categories + 1 virtual
- Based on FMB of 1 reference car per category
- Due to the electrification (and having a more expensive TCO) we had to find the balance between cost and convenience.
- Cars in Cat D (lowest): Mercedes EQA, VW ID3, Kia Nero, Volvo EX30, Mazda MX30
- Cars in Virtual Cat E: Peugeot e-208, Smart, Fiat 500e, Mini Cooper SE, Citroen eCX 4, Opel Mokka e
- Eligible drivers can opt for FMB with cars in pillar 1.
- ⇒ Possible for all eligible drivers
- ⇒ Financial difference between own Cat and real TCO of the chosen car from Cat E, will be made available in FMB pillar 2 + 3



SMART Number One



Citroën eC4

CAT E

New (virtual) category



Fiat 500e



Mini Cooper SE



Peugeot e208



Peugeot e308



Opel Mokka-e

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Questions?

Mobilität

