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A comparison of company car policies around the world

key findings

A regional look at the current landscape for company car policies.

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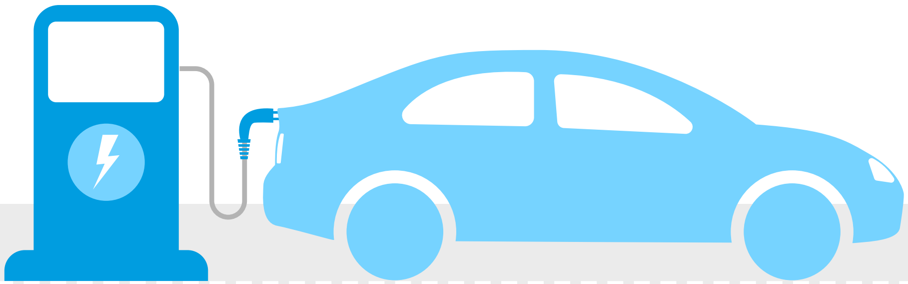
1 Overall, companies are demonstrating a commitment to electric vehicles.

More companies are adding electric vehicles (EVs) to their car benefit programs, though adoption levels differ by region. On average, around 60% of companies worldwide include EVs in their owned fleets, and 72% offer EV options for leased cars, showing a clear shift toward greener transportation. In Europe, adoption is particularly strong, with 83% of companies with company car programs providing fleet EVs and 79% offering EV lease options. While this indicates a strong commitment to sustainability, the momentum may also be driven by government initiatives that encourage companies to plan for future legislation and targets on the provision of electric vehicles. In the Americas, adoption is lower, with about 40% offering fleet EVs; however, 57% do provide EVs for lease. Overall, the momentum toward electrification is evident, as more organizations see the benefits of EVs for reducing emissions and supporting sustainability goals, alongside the need to meet evolving legislative requirements.

	Global	Americas	Asia Pacific	Europe	Middle East & Africa
Electric fleet vehicles	60%	40%	68%	83%	62%
Electric leased vehicles	72%	57%	66%	79%	71%



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However, many companies still rely on ICE vehicles.

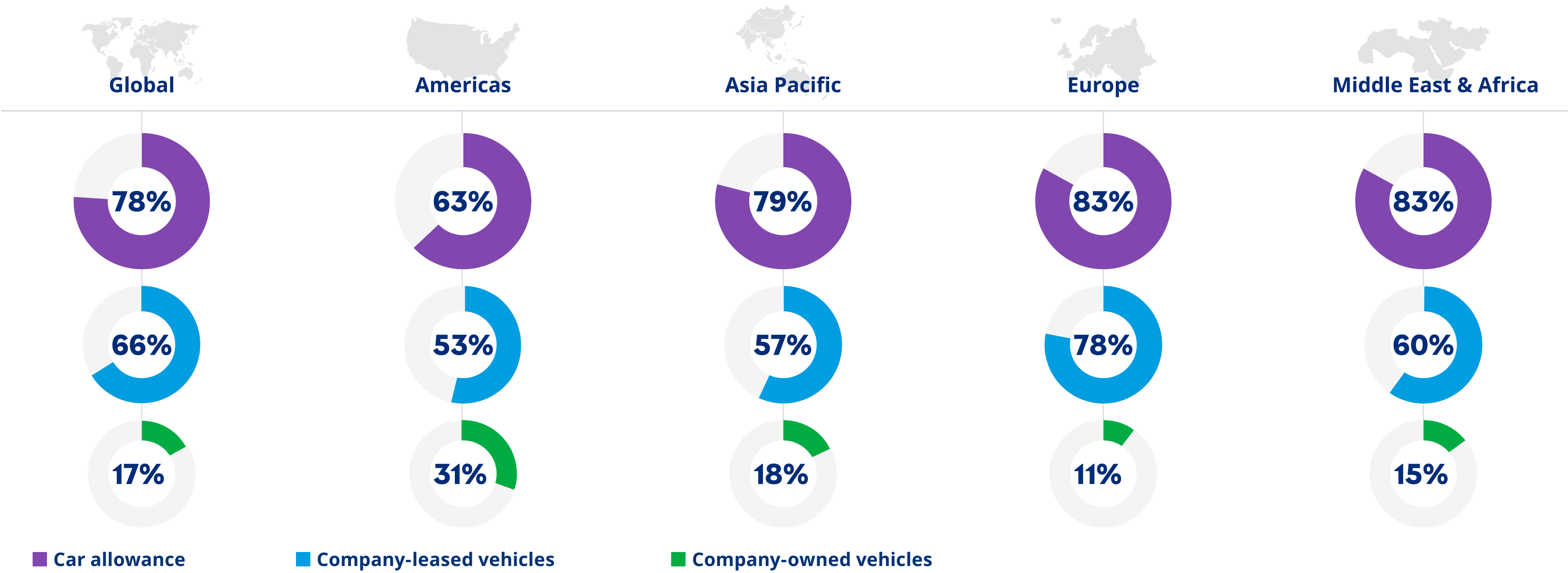
Despite the increasing emphasis on greener alternatives, many companies still rely on internal combustion engine (ICE) vehicles. Globally, 71% of organizations continue to include ICE vehicles in their company car benefit programs. However, in Europe, the landscape is shifting, with 79% of companies offering electric vehicles compared to 74% that include ICE vehicles, indicating a growing preference for EVs. Nonetheless, many employers maintain ICE vehicle programs due to factors such as lower initial costs, limited charging infrastructure, specific operational requirements, employee preferences and uncertainties around future regulations or policies.

Electric vehicle	Region	ICE vehicle
69%	Global	71%
51%	Americas	71%
66%	APAC	65%
79%	Europe	74%
69%	Middle East & Africa	74%

3 More companies are now opting for car allowances over vehicle provision.

Globally, car allowances have become the most prevalent benefit offered by companies, with 78% of companies with a car benefit program choosing to provide a car allowance. While many companies continue to include leased and owned vehicle options within their car benefit policy, the overall trend highlights a shift toward flexible benefits that give employees the freedom to choose how they use their company car benefit. In particular, Europe and Middle East & Africa have a strong focus on car allowances with 83% of companies offering this benefit. Company-owned vehicles are now much less common, at 11% and 15%, respectively. While the Americas region lags with 63% currently offering car allowances, this is still the most commonly provided benefit when compared to leased vehicles at 53% and owned vehicles at 31%.

Type of company car benefit offered by companies



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