Drive your company car program to optimal performance across the globe

Company Car Benefits Survey Report

Managing a company car policy is a continuous challenge. The ultimate policy will ideally represent a win-win for the employer and employee alike, aligning cost efficiency, business needs and employee perception to name a few.

<table>
<thead>
<tr>
<th>Top 3 planned changes to car benefit policies by region/sub-region*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Western Europe</strong></td>
</tr>
<tr>
<td>1st Makes and models allocated</td>
</tr>
<tr>
<td>2nd Introduction of more environmentally-friendly cars</td>
</tr>
<tr>
<td>3rd Introduction of the possibility to choose between a company car or a cash allowance</td>
</tr>
<tr>
<td><strong>Asia Pacific</strong></td>
</tr>
<tr>
<td>1st Restriction of the company car benefit provision</td>
</tr>
<tr>
<td>2nd Makes and models allocated</td>
</tr>
<tr>
<td>3rd Introduction of a flexible benefit scheme allowance</td>
</tr>
<tr>
<td><strong>Latin America</strong></td>
</tr>
<tr>
<td>1st Makes and models allocated</td>
</tr>
<tr>
<td>2nd Acquisition/Financing method</td>
</tr>
<tr>
<td>3rd Phase out from a company car policy to a cash allowance policy</td>
</tr>
</tbody>
</table>

**Central and Eastern Europe**
- 1st Restriction of the company car benefit provision
- 2nd Makes and models allocated
- 3rd Introduction of more environmentally-friendly cars

**Middle East and Africa**
- 1st Makes and models allocated
- 2nd Phase out from a company car policy to a cash allowance policy
- 3rd Extend replacement periods for rented/leased cars

*Regional average is shown, country data vary within regions.

78 Countries across Asia Pacific, Europe, Middle East and Africa, and Latin America

Asia Pacific
- Australia
- China
- Hong Kong
- India
- Indonesia
- Japan
- Korea
- Malaysia
- Philippines
- Singapore
- Taiwan
- Thailand
- Vietnam

Central and Eastern Europe
- Azerbaijan
- Belarus
- Bosnia-Herzegovina
- Bulgaria
- Croatia
- Czechia
- Estonia
- Georgia
- Hungary
- Kazakhstan
- Latvia
- Lithuania
- Macedonia
- Poland
- Romania
- Russia
- Serbia
- Slovakia
- Slovenia
- Turkey
- Ukraine

Western Europe
- Austria
- Belgium
- Denmark
- Finland
- France
- Germany
- Greece
- Ireland
- Italy
- Luxembourg
- Netherlands
- Norway
- Portugal
- Spain
- Sweden
- Switzerland
- United Kingdom

Middle East and Africa
- Algeria
- Bahrain
- Egypt
- Israel
- Jordan
- Kenya
- Kuwait
- Lebanon
- Morocco
- Nigeria
- Oman
- Pakistan
- Qatar
- Saudi Arabia
- South Africa
- Tunisia
- United Arab Emirates

Latin America
- Argentina
- Brazil
- Chile
- Colombia
- Costa Rica
- Mexico
- Panama
- Peru
- Puerto Rico
- Venezuela

Survey reports are subject to data availability. Participation is not required to purchase results.

We also offer a suit of risk solutions for managing car fleet(s) in the best and most efficient way possible. Helping you increase process accuracy and lower fleet management costs, reduce off road time and minimise preventable road accidents.
### Flexible reporting and customisable analytics delivered online

Our surveys capture*

The Company Car Benefits Survey Report cover positions that are common to all industries, as well as key positions that are specific to the following sectors: Energy and Natural Resources, Financial Services, High Tech, Media, Pharmaceutical and Health Sciences, and Retail.

#### Car benefits policies and practices

- Eligibility for company car or car allowances
- Type of car (financing method, car make and model, maximum cost)
- Personal use of company cars
- Replacement period
- Employee options to purchase company car
- Car purchase bonus (in lieu of a company car) (Latin America)
- Company-financed private company car purchase (Latin America and Asia Pacific)
- Use of employee personal cars for business
- Decision-making
- Policy review
- Part-time jobs eligible for car benefit
- Trade-up/trade-down of car benefit
- Car accessories and other features (options, prohibited vehicles)
- Fuel

#### Car benefits by position

<table>
<thead>
<tr>
<th>Car benefits by position</th>
<th>Car benefits by position (Career Bands/Levels and Global Grades grouped by job Functions and Disciplines)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Car benefit type</td>
<td>(Latin America)</td>
</tr>
<tr>
<td>Car eligibility criteria</td>
<td>(job requirement/job status)</td>
</tr>
<tr>
<td>Top 3 makes/models/</td>
<td>Top 3 makes/models/engines</td>
</tr>
<tr>
<td>Car purchase cost</td>
<td>Finance lease</td>
</tr>
<tr>
<td>Contract hire/leasing</td>
<td>Car allowance</td>
</tr>
<tr>
<td>Decision-making</td>
<td>Car purchase bonus (in lieu of a company car)</td>
</tr>
<tr>
<td>Motorcycle</td>
<td>(Latin America)</td>
</tr>
<tr>
<td>Green initiatives</td>
<td></td>
</tr>
<tr>
<td>(carbon dioxide ceilings, policy changes)</td>
<td></td>
</tr>
</tbody>
</table>

#### Employee categories eligible for a company car or car allowance

<table>
<thead>
<tr>
<th>Non-sales employee categories</th>
<th>Sales employee categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Unit Head</td>
<td>Sales Manager</td>
</tr>
<tr>
<td>Executive</td>
<td>Sales Professional</td>
</tr>
<tr>
<td>Middle Management</td>
<td>Sales</td>
</tr>
<tr>
<td>Technical and Sales Professionals</td>
<td>Sales</td>
</tr>
<tr>
<td>Number of responses</td>
<td>123</td>
</tr>
<tr>
<td>Eligible for company car ONLY</td>
<td>73.0%</td>
</tr>
<tr>
<td>- no option to take cash instead of a car</td>
<td></td>
</tr>
<tr>
<td>Eligible for car allowance ONLY - no option to take a car</td>
<td>17.0%</td>
</tr>
<tr>
<td>Eligible to choose a company car and a car allowance</td>
<td>24.5%</td>
</tr>
</tbody>
</table>

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