

Everything you need to know about your **EV fleet management**

Guide 2026

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Preface



The electric revolution is in full swing, and in Belgium more and more companies are embracing the advantages of electric vehicles (EVs) for their fleets. The number of electric company cars is rapidly increasing, driven by both technological advancements and favorable legislation. For fleet managers, this shift presents new opportunities and challenges, particularly in terms of cost management, sustainability, and operational efficiency.

Several factors are fueling the transition to electric vehicles. First, financial incentives and subsidy programs play a significant role in encouraging the adoption of electric vehicles. In 2026, only zero-emission company cars will be 100% tax deductible, and also the CO2 contribution will remain minimal.

Additionally, there is a growing emphasis on environmental responsibility and reducing CO2 emissions. Spurred by stricter regulations like the corporate transport plans that companies in Brussels with more than 100 employees must draw up to measure the climate impact of their mobility.

The technology itself has also made significant strides: longer driving ranges, faster charging capabilities, and a wider selection of electric company vehicles make the switch increasingly appealing for businesses.

In this e-book, we provide fleet managers with key insights into the rise of electric company vehicles in Belgium. We explore how to efficiently electrify your fleet, and the critical charging strategies and infrastructure required to support it.

Good reading!

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1. What is an EV?

An Electric Vehicle (EV) is powered by electricity rather than by a conventional Internal Combustion Engine (ICE), which relies on burning fuel to generate energy. EVs use an electric motor powered by electricity stored in a battery pack.

Advancements in battery technology, which represents the most expensive component of an EV, have sharply reduced production costs. The price of lithium-ion batteries has dropped dramatically in recent years, allowing manufacturers to offer EVs at more competitive prices.

Additionally, the Total Cost of Ownership (TCO) for EVs is increasingly lower than that of ICEs, thanks to fiscal advantages and reduced fuel and maintenance costs. Environmentally friendly and cheaper car travel? Yes, it can be done!



As of August 1, 2024, 254,000 fully electric vehicles are registered in Belgium - 115,000 more than the previous year. This number is expected to surge to 2 million in the coming years!

In Europe, EVs use a few main charging socket types, each suited to specific charging speeds and situations:

- 1. Type 2 (Mennekes):** The standard charging socket across Europe, supporting speeds up to 11 kW (or up to 22 kW with three-phase power). Most European EVs are compatible with Type 2 sockets found at home, workplaces, and public stations.
- 2. Combined Charging System (CCS - Type 2):** This connector combines Type 2, with additional pins for fast charging. CCS chargers range from 50 kW to 500 kW, making them ideal for public fast-charging stations.

Tesla vehicles in Europe are compatible with Type 2 and CCS, aligning them with European standards for charging.

2. What are the **advantages** of an electrified fleet?

Electric vehicles offer numerous advantages making them increasingly attractive for fleet managers:



Low Emissions:

EVs produce no emissions during operation, helping improve air quality and reduce a company's carbon footprint.



Low operating costs

Electricity is generally cheaper than gasoline or diesel, and EVs incur fewer maintenance costs over their lifespan.



Fiscally advantageous

EVs ordered before 2027 are 100% tax-deductible. Additionally, the CO2 contribution for EVs is the lowest, making them more cost-effective than ICEs. Employees also benefit from the minimum Benefit In Kind (BIK) when using an EV.



Access to Low Emission Zones (LEZ)

Low-emission zones are being established to reduce air pollution. EVs are exempt from these restrictions, allowing employees to operate freely in urban areas.



From legislation to costs, all you need to know about EV fleet management.

3. Legislation on company cars

In November 2021, the chamber passed new legislation relating to the taxation of company cars. Here is a brief summary of what you need to remember:

a. Non-zero emission cars

For non-zero emission cars (non-ZE), the evolution of the deductibility of the car and the costs will depend on the date of order.

Evolution of the deductibility (+costs) and the CO2 contribution of cars with non-zero emissions (non-ZE) ordered in the exit regime (from 01.01.23 to 31.12.25)

Deductibility	2021	2022	Until 01.07.23	2024	2025	2026	2027	2028	2029	2030	2031
Max	-	-	100%	100%	75%	50%	25%	0%	0%	0%	0%
Min	-	-	50%(*)	50%(*)	0%	0%	0%	0%	0%	0%	0%
CO2 Contribution(*)	2021	2022	Until 01.07.23	2024	2025	2026	2027	2028	2029	2030	2031
Factor contribution	-	-	x2,25	x2,25	x2,75	x4,00	x5,50	x5,50	x5,50	x5,50	x5,50
Min contribution(**)	-	-	20,83€ x2,25	20,83€ x2,25	23,41€ x2,75	25,99€ x4,00	28,75€ x5,50	31,15€ x5,50	31,15€ x5,50	31,15€ x5,50	31,15€ x5,50

(*) 40% for the car emitting at least 200g of CO2/KM

(**) Non indexed monthly amount

Evolution of the deductibility (+costs) and the CO2 contribution of cars with non-zero emissions (non-ZE) ordered as of 01/01/2026

Deductibility	2021	2022	Until 01.07.23	2024	2025	2026	2027	2028	2029	2030	2031
	-	-	-	-	-	0%	0%	0%	0%	0%	0%
CO2 Contribution(*)	2021	2022	Until 01.07.23	2024	2025	2026	2027	2028	2029	2030	2031
Factor contribution	-	-	-	-	-	x4,00	x5,50	x5,50	x5,50	x5,50	x5,50
Min contribution(*)	-	-	-	-	-	25,99€ x5,50	28,75€ x5,50	31,15€ x5,50	31,15€ x5,50	31,15€ x5,50	31,15€ x5,50

(**) Non indexed monthly amount

b. Zero-emission cars

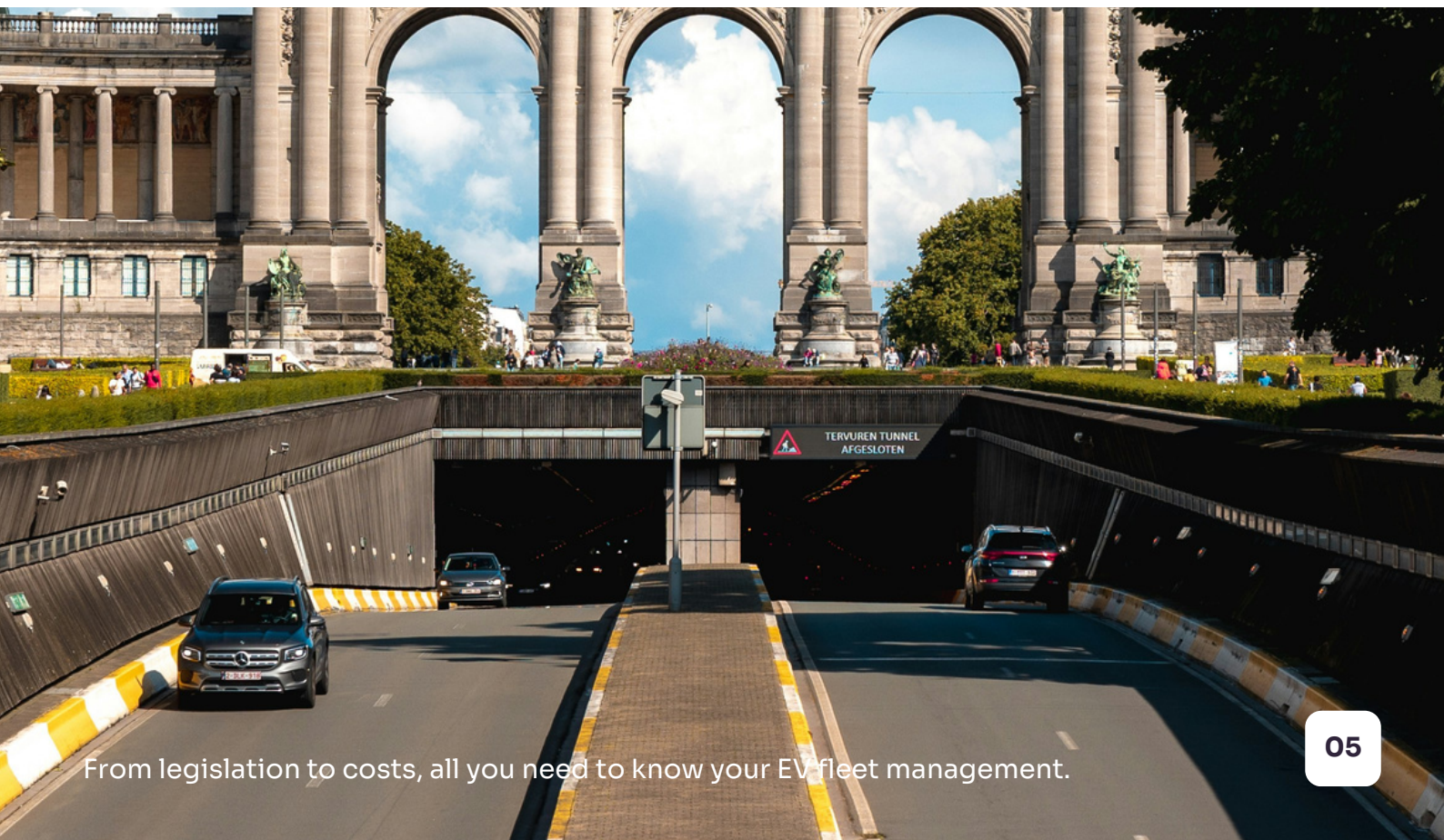
A “zero-emission” (ZE) car ordered before January 1, 2027, will remain 100% tax-deductible. Those ordered from January 1, 2027, will see their deductibility gradually decrease to reach 67.5% in 2031.

Evolution of the deductibility (+costs) and the CO2 contribution of cars with Zero emissions (ZE) in time

Deductibility	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
ZE Ordered before 2027	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
ZE Ordered in 2027	-	-	-	-	-	-	95%	95%	95%	95%	95%
ZE Ordered in 2028	-	-	-	-	-	-	-	90%	90%	90%	90%
ZE Ordered in 2029	-	-	-	-	-	-	-	-	82,5%	82,5%	82,5%
ZE Ordered in 2030	-	-	-	-	-	-	-	-	-	75%	75%
ZE Ordered as of 01.01.31	-	-	-	-	-	-	-	-	-	-	67,5%

CO2 Contribution(*)	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
ZE Ordered before 01/07/23	20,83€	20,83 €	20,83€	20,83€	20,83€	20,83€	20,83€	20,83€	20,83€	20,83€	20,83€
ZE Ordered as of 01/07/23	-	-	20,83€	20,83€	23,41€	25,99€	28,75€	31,15€	31,15€	31,15€	31,15€

(*)Non indexed monthly amount



From legislation to costs, all you need to know your EV fleet management.

4. Challenges on the EV market

The EV market is growing rapidly, like section 2 said there are a lot of advantages to it. From the other side the rapid transition towards EV's also bring teething problems with it. The EV market has multiple challenges that are important to understand before electrifying your fleet.

1. High, unpredictable charging costs

Unlike fuel cards, EV charging offers limited control for fleet and HR managers, making costs harder to manage. With no restrictions on charging passes, employees can freely use expensive fast chargers & chargers outside Belgium. This makes monthly costs unpredictable and frustrates finance teams who are accustomed to consistent fuel invoicing.

2. High risk of fraud

Without control mechanisms, charging passes can be misused. With employees potentially sharing passes or charging non-company vehicles at home, employers then have to cover charging costs not related to company usage.

3. Frequent invoicing errors

Invoicing errors in EV charging are common, with an average accuracy rate of only 86%, often leading to higher costs for employers.

4. Subpar charging apps

The rapid growth of the EV market has led to the development of several underperforming charging apps, earning low ratings and frustrating drivers and managers.

5. Overload of mobility platforms

Managing mobility often requires using multiple platforms, which can reduce efficiency. For example, companies may need separate platforms to manage charging, public transport, mileage reimbursements, etc., complicating tracking and reporting.

6. Mileage tracking difficulties

Leasing contracts have mileage limits, and exceeding these can incur penalties. Unlike fuel cards, charging doesn't require employees to report mileage, making it difficult for fleet managers to monitor usage.

7. Idle charging

Employees often leave cars plugged in after charging, leading to higher costs and preventing others from using office chargers. Fleet managers may need to establish a rotation or different management system to optimize charger use.

5. Charging at home, at the office, or in public

Most companies implement an EV charging hierarchy for their employees, prioritising charging options by costs. Usually home charging is the cheapest, but some public charging points near the employee's home could be cheaper. Along that the company may have cheap electricity through the production of their own green energy, this can make charging at the work location really cheap. Fast charging will be always the most expensive and least favorable option.

If an employee has access to, or is provided with, a **home charging station**, it's recommended they use it as much as possible, as home charging is generally the most cost-effective option. Installing a home charger is a significant investment, but it can pay off through lower charging costs compared to public charging.

Workplace charging can also be a cost-effective solution for employees. However, not all work locations are equipped with charging stations. If installation is possible, implementing a rotation system is essential to allow multiple employees efficient access. Additionally, consider making these charging points semi-public, allowing outsiders to charge for a fee, which could generate extra income.

Public charging should be the least preferred option due to higher costs. However, employees will sometimes need to use public stations for personal or professional reasons. Fast public charging, in particular, should be avoided as much as possible, as it typically costs double the rate of regular public charging. Many companies restrict the use of fast charging in their policies, though it may still be necessary for employees in roles involving frequent long-distance travel, such as sales or consulting. Does this mean companies must provide all charging options for every employee? No, this will vary depending on the situation.



The average EV in Belgium consumes around 3,000–3,500 kWh per year, which equals to about 290 kWh per month. EV drivers typically charge 11 times per month, using around 24 kWh per session.

6. Who can have a **charging station** at home?

Several factors need to be considered, relating to both the employee and their residence:

Employee

If an employee **frequently travels long distances** for professional reasons, a home charging station may be convenient and ensure more reliability to reach their destinations. Employees who **regularly work from home** can also benefit from a home charging station. On the other hand, employees who commute to the office and have access to a nearby charging station may have less need for a home charging one.

House

The first factor is homeownership and potential co-ownership.

A **purchased detached house** or row house can usually easily install a charging station with the space in the garage, under a carport, or in the driveway. If the house is **rented**, permission from the owner and possibly a power of attorney will be necessary. Additionally, the owner should confirm that the electrical setup can support the desired charging station. If the property is **co-owned**, the co-ownership board will need a two-thirds majority vote to approve the installation. For **underground car parks**, it's also essential to ensure they meet safety requirements for installing a charging station. If a charging station is **not a possibility**, a smart cable could be an option. In this way you can charge your car via a socket, without installing a charging station.

The second factor is the power of the electricity connection. Depending on the charging point capacity, you may need to upgrade your electricity connection. The recommended capacity for a home charge point is 3.7 kW, which should be manageable in most homes. Depending on these considerations, companies can define specific eligibility criteria in their car policy for home charging stations.



If an employee can't install a home charging station, a smart charging cable may be a good alternative. These cables integrate the intelligence and communication hardware usually found in charging stations directly into the cable.

A few things need to be taken into account:

- The cable needs to be compatible with the platform used. Make sure the cable can use the Open Chargepoint Protocol (OCPP) to communicate to your platform. The OCPP is the standardised and open language that charging stations use to communicate with the management system;
- The driver should know how to use it safely (no extension cords, not a long distance from the circuit board, ...);
- It's recommended to install a 400V CEE connection if there is a need for frequent charging.

7. How are **charging costs** determined?

Firstly, charging costs depend on whether the session is public or private. **For private charging**, the employee's energy provider sets the price, with employers typically reimbursing based on the CREG tariff. Note that reimbursement may not always match 100% of the actual energy cost.

For **public charging**, costs are influenced by several factors, including kWh used, time charged, idle fees (charged per minute when the car remains plugged in after reaching full charge), fixed session fees, and potential roaming fees.

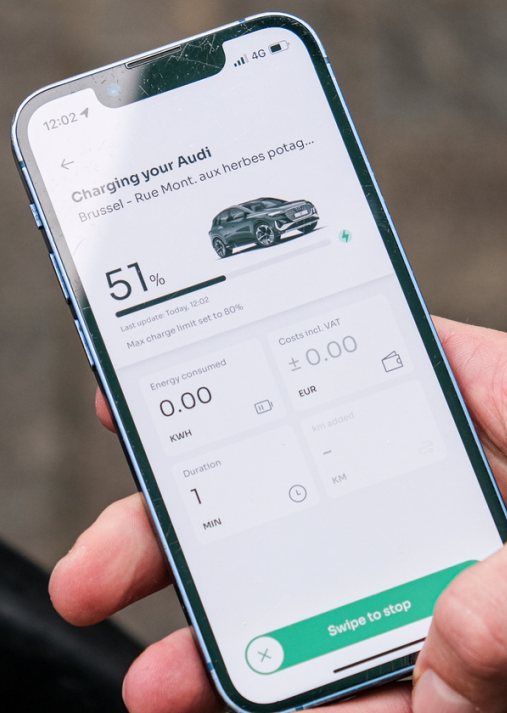
In general, the approximate costs applied are as follows:

- Private charging: 0.3132 euros per kWh (You can always find the latest prices calculated quarterly and per region [under this link.](#))
- Public charging: 0.25 - 0.40 euros per kWh
- Fast public charging: 0.70 - 1.00 euros per kWh

Most charging stations allow payment via charging card, apps or a QR codes. A growing number of charging stations now also allow credit cards, driven by recent legislation.



Smart charging can reduce home charging costs by allowing EVs to charge when electricity is cheapest (e.g: during night, on sunny days...).



8. From ICE to EV: a step-by-step guide to electrify your company's fleet

Switching to an electrified fleet requires careful planning to balance costs, convenience, and compliance. Here are key steps and considerations for fleet managers:

1. Determine eligibility for an EV.

Not all employees may qualify for an EV. Define eligibility based on factors like role or seniority, particularly for high-mileage roles or frequent travel requirements. Also, assess whether a company car nearing the end of its lease or depreciation period should be replaced by an EV to benefit from fiscal advantages.

2. Select suitable EV models.

Choose EVs that align with fleet needs by calculating TCO and adequate range to support operational needs. If you have employees traveling regularly more than 300km, a long-range car is suggested. In this way these employees rely less on expensive fast charging to perform their trips.

3. Assess infrastructure

When determining whether a charging point can be installed at the office or employees' homes, it is essential to assess the electrical capacity of the system, ensure the grid connection can handle the additional load, confirm sufficient physical space is available for the installation, check for necessary permits or permissions, verify internet connectivity if required for smart chargers, and consider future scalability to accommodate potential expansion.

4. Decide to lease or purchase EVs and chargers

Determine which solution - leasing or purchasing EVs and chargers - is more cost-effective for your company. Leasing can reduce upfront costs and allow easier upgrades, while purchasing may offer long-term savings. Be sure to order EVs at least six months in advance to account for delivery times.



5. Define cost controls

Define cost control policies for home and public charging, possibly limiting fast charging or charging outside of Belgium. In this way costs won't be skyrocketing, while still meeting employees daily commuting needs.

6. Draft an EV car policy

Document all policies on EV usage, reimbursement, eligibility for charging stations, and fleet management. Clear guidelines help employees understand their responsibilities and keep fleet management transparent. This can prevent misunderstandings and streamline management, particularly with reimbursements and charging protocols.

7. Effectively manage the electrified fleet

An electrified fleet requires proactive management, regular tracking of usage patterns and costs. Use a fleet management platform, like D'leteren Energy (powered by Mbrella), to centralise data on mileage and charging sessions, enabling ongoing adjustments to ensure efficiency and cost-effectiveness of the fleet



9. Fleet management with Mbrella

Our latest module Mbrella Charge offers comprehensive EV fleet management solutions, including monitoring of charging activities, detailed usage and cost insights, as well as tailored reimbursement options covering both home and public charging. Fleet managers can set controls on charging limits, preferred charging locations, and approved suppliers. Additionally, Mbrella Charge simplifies compliance and security with split-billing options, fraud detection, and accurate expense tracking, significantly reducing unexpected costs and enabling better expense oversight.



 **Discover more info** [here](#).

	Other suppliers	 Mbrella Charge
Integrations & automation (HR, IT, payroll, ...)	✓	✓
Reimbursement via payroll	✗	✓
Reporting (CO2, fleet, ...)	✗	✓
Total mobility management (budgets, allowances, ...)	✗	✓
Cost controls (geographical, budgets, max. rate, ...)	✗	✓
Anomaly detection	✗	✓
User experience	★	★★★★★
Billing accuracy	80%	99%

10. Glossary

The EV and charging world uses a lot of abbreviations. This way, it is sometimes difficult to understand everything. In this appendix we give you an overview of the most common abbreviations.

Abbreviation	Full form	Definition
BEV	Battery Electric Vehicle	A type of electric vehicle that runs entirely on battery power.
CCS	Combined Charging System	A charging system that combines AC and DC charging capabilities, it is the European standard for car charging ports.
CDR	Charge Detail Report	Reports that provide detailed information about each charging session, including the duration, amount of energy consumed, and the cost. They are sent via the OCPI protocol.
CPMS	ChargePoint Management System	This is the factory software installed on the charger to run the system. CPO's connect with this CPMS in order to give commands (start, stop, power, ...).
CPO	Charging Point Operator	An entity that provides a management platform for chargers and allows you to sell charging services.
DCFC	DC Fast Charger	A charging station that uses direct current and provides faster charging.
DSO	Distribution System Operator	The operator responsible for the operation of a distribution network of electricity (e.g. Fluvius, Sibelga, ORES, ...).

Abbreviation	Full form	Definition
e-MSP	Electric Mobility Service Provider	A service provider offering services related to electric mobility (usually via a badge and app).
HEV	Hybrid Electric Vehicle	A vehicle that uses both an internal combustion engine and an electric motor.
ICE	Internal Combustion Engine	A type of engine that generates power by burning fuel.
OCPI	Open Charge Point Interface	A protocol for roaming services between e-MSP's.
OCPP	Open Charge Point Protocol	A protocol for communication between EV charging stations and the CPMS.
PHEV	Plugin Hybrid Electric Vehicle	An electric vehicle that can be charged by plugging in and can also run on fuel
SOC	State of Charge	The current battery capacity as a percentage of its maximum capacity
V2G	Vehicle to grid	A system where electric vehicles communicate with the power grid to return electricity to the grid
V2H	Vehicle to home	A system where an electric vehicle can supply a home with electricity



Get in touch

Do you have a question about the management of an EV fleet, its implementation or the use of Mbrella Charge? Do not hesitate to contact us!

charge.support@mbrella.eu