# Mobility


In a IT Consulting company based in Brussels, the “company car” had become a standard benefit. While this advantage was appreciated, it also generated several irritants: high parking costs in Brussels, damage management at the end of the leasing period, rising fuel prices, and a lack of relevance for employees who drove only a few kilometres. The company was facing a costly, rigid model that was increasingly misaligned with actual needs.

To transform this situation, we worked in close synergy with the Business, Finance, HR and Legal teams. The Business clarified the real mobility needs and the necessity of travel. Finance modelled the transition from a “car-based cost” to a global mobility cost, enabling more precise and predictable steering. HR and Legal selected an external partner, integrated the Mobility Budget into payroll, and supported employees in their individual choices.

Between 2020 and 2025, as the company grew from 355 to 455 employees, the fleet of carbon-emitting cars was reduced from 305 to only 31, while 376 mobility budgets were activated — including 103 choices of smaller or electric vehicles (Pillar 1). The gains were immediate: non-indexation of the mobility budget, elimination of the impact of rising fuel prices, a strong improvement in CSR performance, better financial predictability, a massive reduction of the car fleet, and increased employee satisfaction thanks to mobility options adapted to their lifestyle (soft mobility, public transport, housing-related mobility, etc.).

This transformation reduced mobility costs by more than 15% while strengthening the employee experience.