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# Category Dossier

June 2021

# **Corporate Fleet Management**

## **Table of Contents**





## • Category Overview

- Industry Classification
- Market Overview
- COVID-19 Scenarios
- Regional Segmentation
- Industry Trends
- Cost Structure and Cost Drivers

## 2. Category Supplier Landscape

- Supplier Segmentation
- Supplier Segment Characteristics
- Buying Decision Facilitation
- GEP Perspective on Representative Suppliers

## **3.** Category Best Practices

- Typical Sourcing Challenges
- Engagement Models
- Pricing Models
- Negotiation Levers

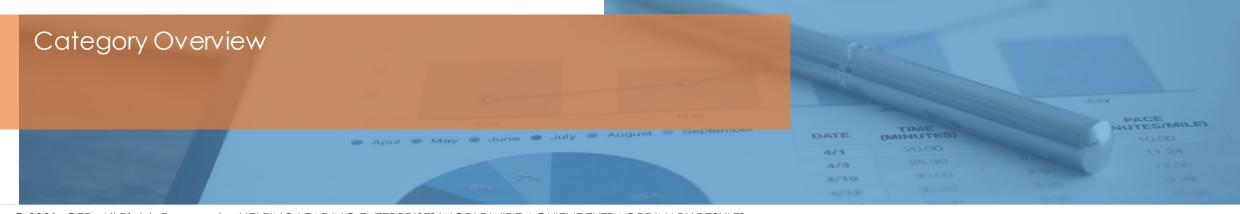
## **4.** Buyers Toolkit

- Supplier Profiles (Top 10 Global/Regional Vendors)
- Emerging Innovators

## **5.** Category Commandments

- Key Recommendations

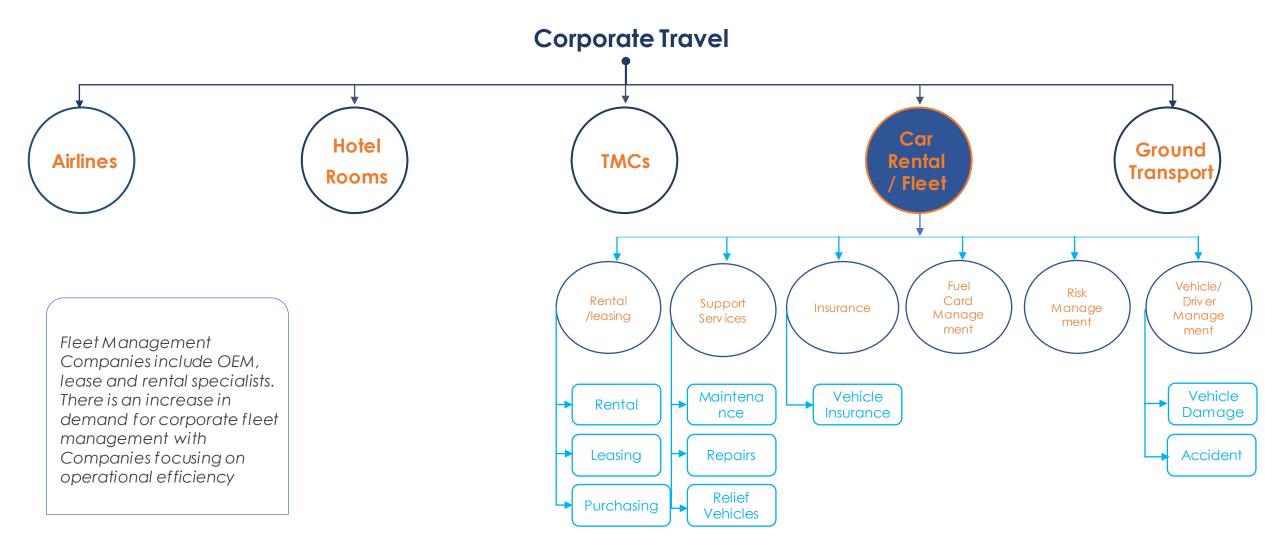
## **Corporate Fleet Management**



Fleet management Companies provide a number of services to corporates to help them improve their operational efficiencies

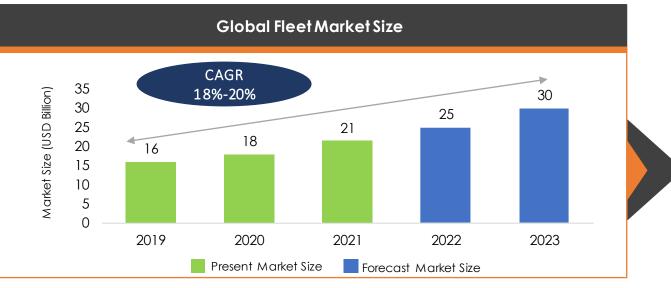


### **Corporate Fleet Management: Industry Classification**



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## **Corporate Fleet Management: Market Overview**



#### Drivers and Constraints of the Fleet Management Industry

Increasing international The COVID-19 Constraints • trade through fleets pandemic restricted traveling by group Rising disposal incomes to follow the safety and urbanization protocols Adopting fleet The remote working management solutions by the corporates like Telematics. to led to steep fall in increase operational the usage of the efficiency corporate fleet Drivers services

#### **Market Commentary**

- The global fleet industry market size is observed to steadily increase over the years, despite of the COVID-19 pandemic
- The adoption of affordable fleet management solutions and Electrification of the vehicles were the key trends followed in the fleet management in the year 2020
- For following the COVID-19 safety protocols, the fleet management companies have adopted sanitization measures and constant inspections to ensure safety of the customers and the drivers
- The AI Technology in vehicle telematics is being used to improve fleet efficiency and minimize the potential risks

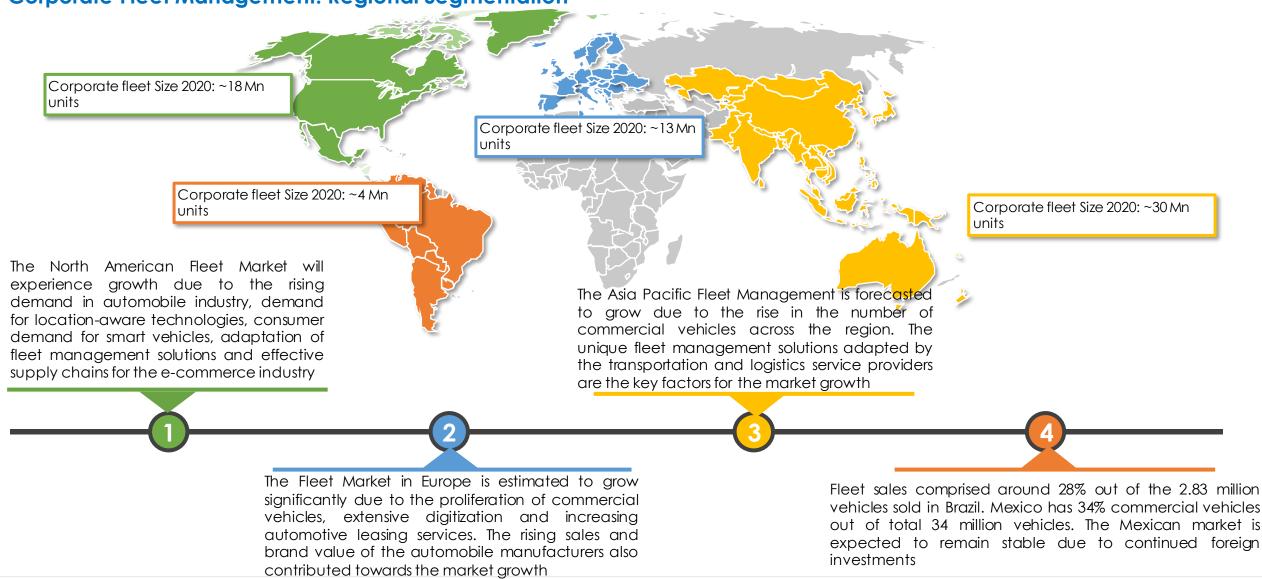
#### **Market Outlook**

- The global fleet management market is expected to grow by 2023, as the passenger fleets are predicted to hold the largest market share with proliferation of the fleets
- Due to the early adoption of fleet management solutions and Electric Vehicles in the near future, the global fleet management is forecasted to increase in its market size
- The adoption of cloud-based solutions for the fleet companies would constitute a larger growth in the market size due to its cost-efficiency and hassle-free integration

# North America comprises the largest market for corporate fleet management, followed by Europe and Asia Pacific



## **Corporate Fleet Management: Regional Segmentation**





## Corporate Fleet Management: Megatrends (1/2)

Trends	GEP PoV	PROC	UREMENT IA	MPACT
Using Mobility-as-a-Service (MaaS)	<ul> <li>Mobility-as-a-Service (MaaS) is popular among the fleet managers as it enables them to customize their services and improvise in every aspect</li> <li>MaaS lets the fleet managers embrace the fleet management decisions like Vehicle Sharing, better use of idle vehicles, making the services more cost efficient and reducing the carbon footprint</li> </ul>	Negative Impact	Neutral	Positive Impact

<ul> <li>Adoption of Telematics</li> <li>From Electronic Logging Devices (ELD) to in-cab video, the fleet mangers are now able to monitor the real-time vehicle updates. The GPS and telematics tools can update about the safety, health and performance. The ELD can provide insight regarding the maintenance needs of the fleet</li> </ul>
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Improved Driving Monitoring with Dash-Cams	<ul> <li>Every year, more than a million fatalities are caused due to the road accidents. The fleet management companies are taking serious responsibility to increase the safety of the drivers to avoid such accidents</li> <li>To avoid the costs incurred due to legal and insurance claims caused by distracted driving, the fleet management companies are now adopting Dash-Cams. Hence, the Dash-Cams are a valuable tool towards maintaining driver accountability</li> </ul>	Negative Impact	P
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Neutral

Source: GEP Analysis, Experts, GEP SME, Secondary Research, Supplier Websites, and Primary Research

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Positive Impact

sitive npact



## Corporate Fleet Management: Megatrends (2/2)

Trends	Trends GEP PoV		MPACT
Adoption of Electric Vehicles	<ul> <li>The Electric and Autonomous Vehicles are the future of fleet management due to their advanced technology and easy solutions for the fleet challenges</li> <li>The rising prices of fuel globally are raising concerns for the affordability of the fleet. Hence, the fleet management companies are now considering adopting the Electric Vehicles (EV) for their operations. EVs are accounted to be high in demand due to its affordability factor. They are forecasted to be priced competitively with gasoline-powered cars in the coming years</li> <li>The auto-driving technique in the Autonomous Vehicles (AV) is the significant opportunity to improve productivity by increasing the driving hours. Hence, enhancing profitability of the companies as well</li> </ul>	Negative Neutral	Positive
and Autonomous Vehicles		Impact	Impact
Expansion in 5G Technology	<ul> <li>The next-generation network is having massive impact on the fleet management companies</li> <li>The 5G fleet management is improving the speed of data transfer and response times, lowering costs and boosting connectivity, which is increasing the productivity</li> <li>The fleet management companies adopting the 5G would be benefiting with More Efficient Routing, Improved Sensors, Improved Vehicle Maintenance and Real-time V2V Applications</li> </ul>	Negative Neutral Impact	Positive Impact
Using Solar-Powered Fleet	<ul> <li>With the developing technologies that run on renewable energies, Solar powered fleet tracking devices offer many benefits for the fleet management companies as well as the environment</li> <li>The Lithium batteries provide a continuous recharge that reduces the need for replacing batteries, hence lowering fleet maintenance checks</li> <li>The solar-powered tracking devices can have live data reports that can track the fleet with geofencing, making the tracking easy</li> </ul>	Negative Neutral	Positive
Tracking Devices		Impact	Impact

Source: GEP Analysis, Experts, GEP SME, Secondary Research, Supplier Websites, and Primary Research

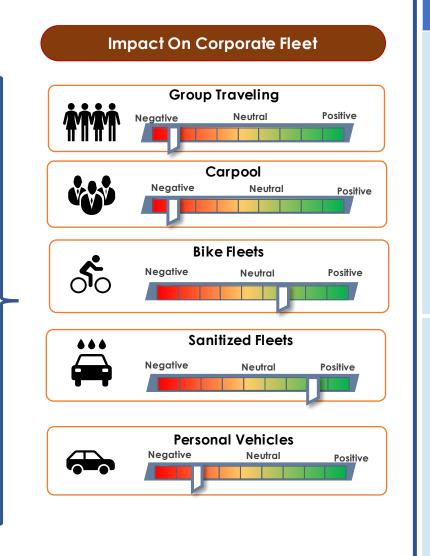


## **Corporate Fleet Management: Impact of COVID-19**

#### Pandemic Outbreak

#### What and How?

- In 2020, many countries had imposed restrictions during the COVID-19 pandemic, where the corporate organizations had to adopt "work from home" approach
- During this period, the demand from the organizations for the corporate fleet services reduced as there was limited business activity
- Some organizations had to consider sale or lease back of the vehicles in-order to save the costs
- Even though the restrictions have been lifted in 2021, the carpooling and ride sharing among the employees has minimized for the safety



#### Other Trends being witnessed during COVID



Adapting to Remote Fleet Management

- Switching to the remote fleet management due to COVID-19 pandemic was the biggest challenge to the fleet managers as their team were used to being spread across the country. In 2021, as the restrictions were lifted, many fleet management companies plan to operate their fleet remotely to save costs
- With adapting the fleet management software, the remote fleet management is an effective way to manage drivers, as it provides real-time visibility across operations to monitor tasks and productivity, and to stay connected to the team



- For the fleet industry, the COVID-19 pandemic has also brought awareness about the health and safety of the fleets, and hence in 2021, the fleet management industry would continue taking safety precautions and sanitization measures
- Constant vehicle inspections and ensuring the drivers use PPE kits, can help keep drivers, passengers and customers safe, and avoid risks and exposure



Impact

## **Corporate Fleet Management: COVID-19 Impact**



#### Adapting to Remote Fleet Management

Switching to the remote fleet management due to COVID-19 pandemic was the biggest challenge to the fleet managers as their team were
used to being spread across the country. In 2021, as the restrictions were lifted, many fleet management companies plan to operate their fleet
remotely to save costs

• With adapting the fleet management software, the remote fleet management is an effective way to manage drivers, as it provides real-time visibility across operations to monitor tasks and productivity, and to stay connected to the team

Improved Driver's Safety and Sanitization of Vehicles

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- Constant vehicle inspections and ensuring the drivers use PPE kits, can help keep drivers, passengers and customers safe, and avoid risks and exposure



Impact



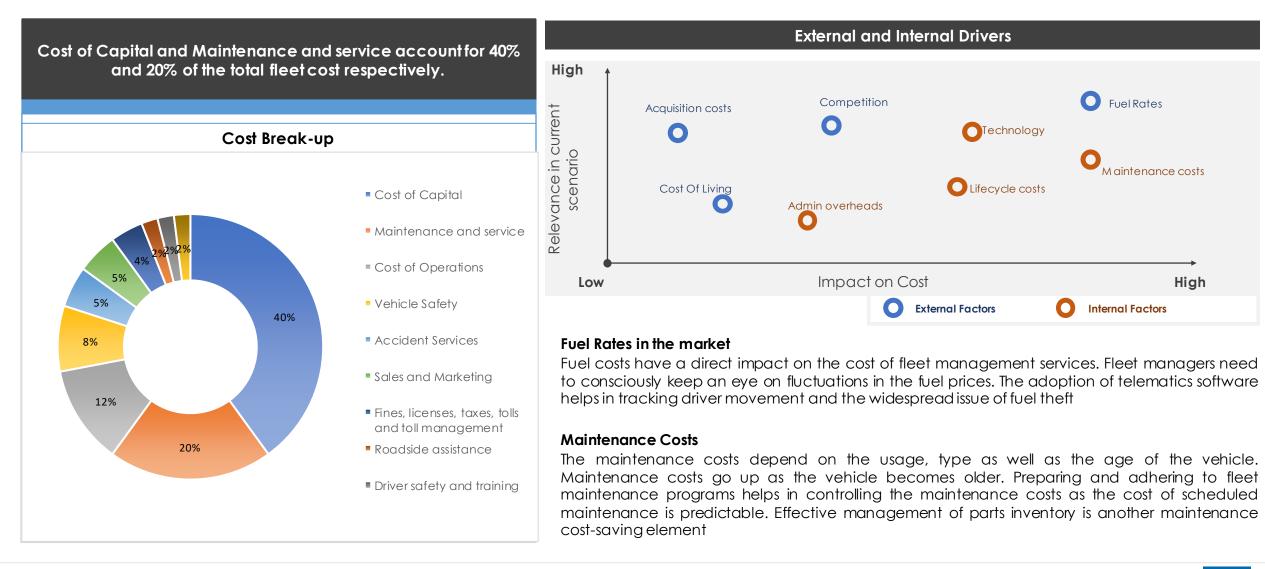
#### Minimized use of Carpooling and Ride Sharing

- In 2020, as the COVID-19 pandemic hit all the countries, the fleet management companies had to bring a complete restriction of the Carpooling and Ride Sharing services for the corporate fleets in-order to keep the drivers and the passengers safe
- Even though the restrictions have been lifted in 2021, the carpooling and ride sharing among the employees has minimized for their safety and they are recommended to make use of personal vehicles or bikes

Cost of capital and maintenance and service account for the major portion of the cost of a fleet management service



## Corporate Fleet Management: Cost Structure and Cost Drivers



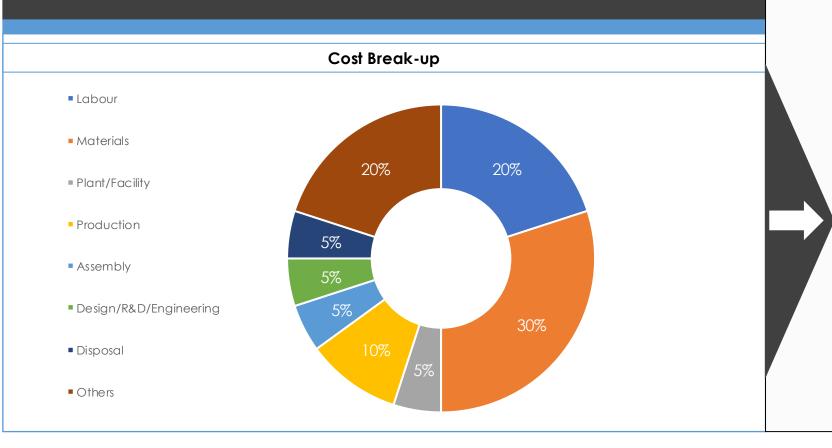
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# Labour and materials account for the major portion of the cost of a fleet management service in case of OEM suppliers

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## **Corporate Fleet Management: OEM Cost Structure and Cost Drivers**

#### Labour and materials account for the major portion of OEM fleet management expenses, making up 20% and 30% of the total cost respectively.



- The other costs in the cost break-up include the disposal cost, environmental system costs, cost of safety features, cost of telematics and communication technologies cost
- Some of the significant trends in the OEM structure are navigation capability, constant connectivity, passenger comfort, preventive maintenance sensors, component durability, engine reliability, all weather drivability, crash survivability, accident avoidance, improved emissions, fuel efficiencies, weight and family entertainment
- These trends are being integrated into vehicles during the manufacturing process itself, and are undergoing a fast paced development
- The trends act as differentiators between the OEM specialists and are increasingly becoming standard features to meet consumer expectations

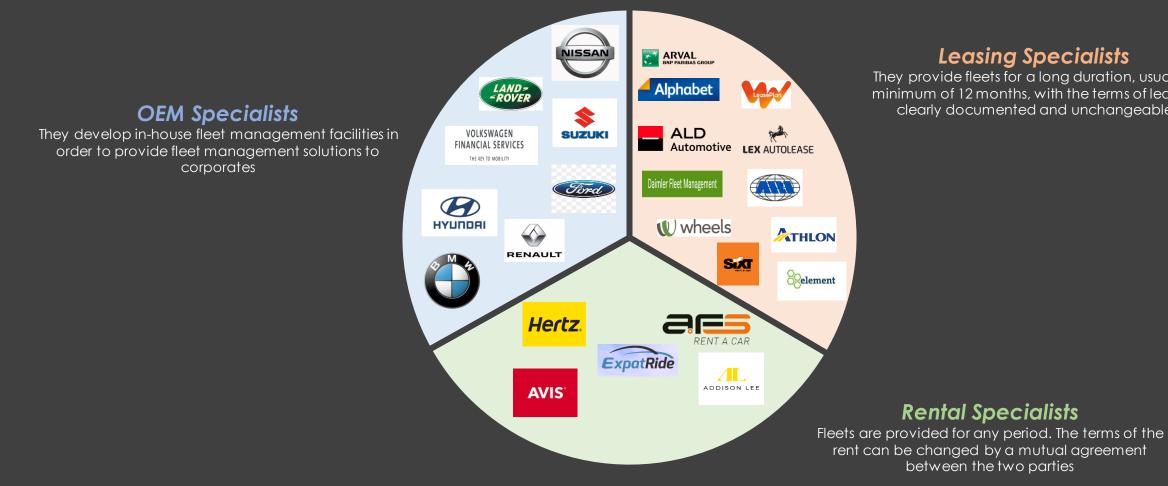
## **Corporate Fleet Management**



## Fleet Management suppliers can be segmented into OEM, leasing and rental specialists



## **Corporate Fleet Management: Supplier Segmentation**



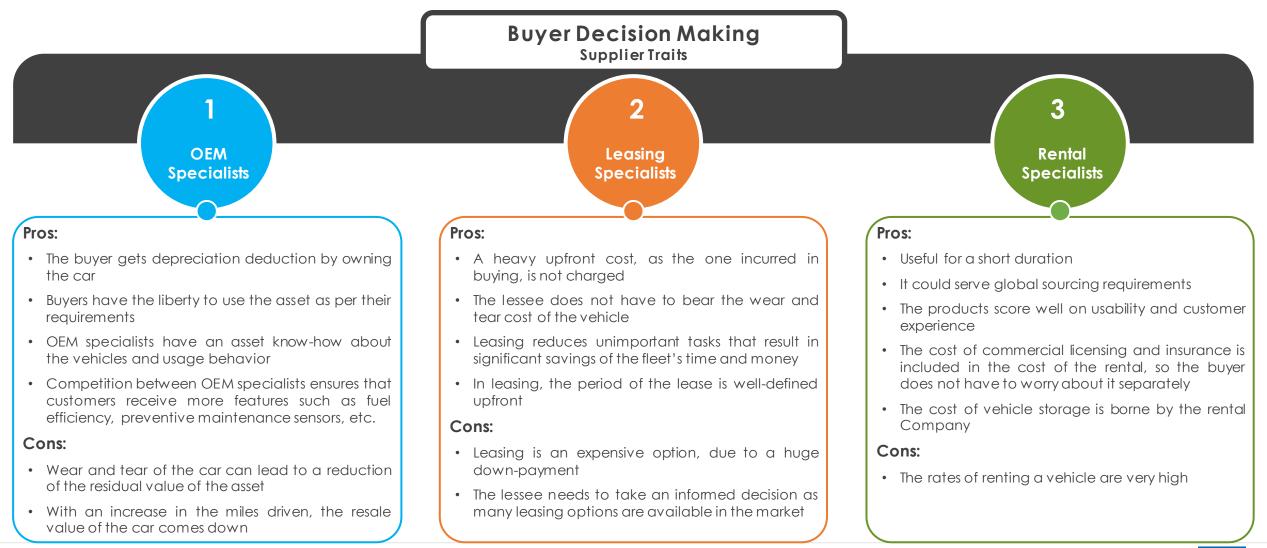
#### Leasing Specialists

They provide fleets for a long duration, usually a minimum of 12 months, with the terms of leasing clearly documented and unchangeable

# The most widely used method in Corporate Fleet Management is leasing from a third party

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## Corporate Fleet Management: Supplier Segment Characteristics





## **Corporate Fleet Management: Buying Decision Facilitation**

	Buying Decision Factors	OEM Specialists	Leasing Specialists	Rental Specialists		
	Damage Cover					
	Tracking Services					
<u>ă</u>	24/7 Roadside Assistance					
Criteria	Maintenance					
Evaluation (	Warranty and Repair Service	$\bigcirc$				
	Insurance and Damage Cover					
	Financing options					
	Account team responsiveness and problem escalation path					
$\subseteq$	Very Weak Moderate Strong Very Strong 2021, GEP. All Rights Reserved. HELPING LEADING ENTERPRISES WORLDWIDE ACHIEVE EXTRAORDINARY RESULTS					



## Corporate Fleet Management: GEP Perspective on Representative Suppliers

Supplier	Offering Overview	Presence	Why Partner?	Risks
ALD Automotive	<ul> <li>ALD provides a wide range of products and services, including full-service leasing, fleet management, sale and lease back, six-wheel lease and second lease</li> </ul>	Global - EMEA - APAC	<ul> <li>Global reach and business partner network</li> <li>Wide range of product offerings</li> </ul>	<ul> <li>Customers have reported poor and slow customer service</li> <li>There have also been reports of incorrect information been put on their credit file</li> </ul>
A BNP PARIBAS company	<ul> <li>Arval's product portfolio includes car policy consulting, TCO analysis, tyre changes and replacements, accident management, insurance, apps and online tools, relief vehicles, service, maintenance and repairs and 24/7 service lines</li> </ul>	Global - Americas - EMEA - APAC - Australia	<ul> <li>Provides tailored solutions to optimize employees' mobility and outsource fleet management risks</li> <li>Specializes in full-service vehicle leasing</li> </ul>	<ul> <li>Not enough payment modes are available</li> <li>Time consuming maintenance procedures</li> </ul>
LeasePlan	• The services provided include fleet policy advice, fleet acquisition and leasing, insurance management, maintenance and repairs, tyre management, replacement cars, vehicle pick and drop and 24/7 helpline	Global - Americas - EMEA - APAC	<ul> <li>Provides car leasing services to corporates as well as SMEs</li> <li>These include leasing for field staff, senior management and leasing of Light Commercial Vehicles (LCVs)</li> </ul>	<ul> <li>Customers have experienced billing and payment issues</li> <li>The wear and tear policy is flawed, as reported by some customers</li> </ul>



## Corporate Fleet Management: GEP Perspective on Representative Suppliers

Supplier	Offering Overview	Presence	Why Partner?	Risks
VOLKSWAGEN FINANCIAL SERVICES	<ul> <li>It includes a wide range of services, including motor insurance, warranties, roadside assistance, service value packages, and add-on warranties</li> </ul>	Regional • APAC • Europe	<ul> <li>Known for providing innovative car finance solutions</li> <li>Provides hassle-free finance</li> </ul>	<ul> <li>Customers have reported poor customer service</li> <li>There have also been complaints about the functioning of the website</li> </ul>
UUSINESS MOVES BETTER WITH WHEELS	<ul> <li>Its range of services includes on-road assistance, vehicle optimization, trucks, driver support services, reimbursements, fleet support services and regulatory and compliance services</li> </ul>	Global • Americas • EMEA • APAC	<ul> <li>Designs unique programs according to clients' requirements</li> <li>Tries to continuously enhance its improvements</li> </ul>	<ul> <li>Potential threat from other major fleet management suppliers</li> </ul>
Selement	<ul> <li>Provides cars and light duty vehicles, medium and heavy trucks and material handling equipment. It also fleet solutions to reduce cost and risk</li> </ul>	Regional • U.S. • Australia • New Zealand	<ul> <li>Helps in consolidating administrative services and tracking local changes and has programs for fuel consumption saving and safety</li> <li>It has also partnered with Element and Arval to expand the services under the fleet management toolkit</li> </ul>	<ul> <li>Issues regarding registration of the vehicles have been reported by customers</li> </ul>



## Corporate Fleet Management: GEP Perspective on Representative Suppliers

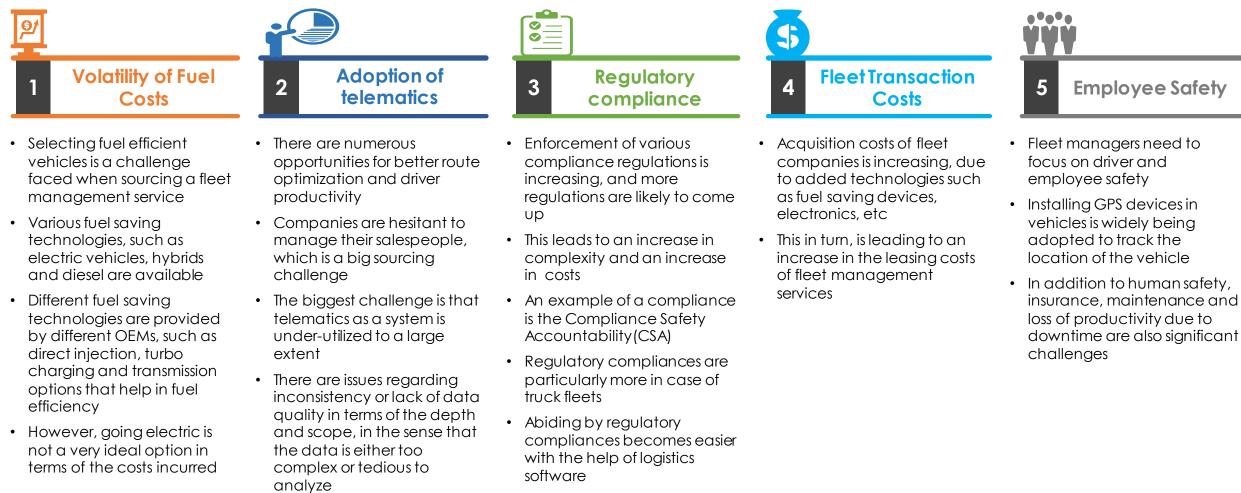
Supplier	Offering Overview	Presence	Why Partner?	Risks
ORIX	• Orix offers services like leasing, corporate finance, industrial/ICT equipment, environment and energy, automobile- related, real estate-related, private equity investment and concession, banking and life insurance businesses	Regional • APAC • Europe • U.S. • Middle East • Africa	<ul> <li>Ensures healthy risk management through innovative solutions</li> <li>Offers unique services for Auto Infrastructure and Leasing &amp; Finance</li> </ul>	<ul> <li>With the slowdown in the Japanese economy, it is also facing a declining financial stability</li> </ul>
	<ul> <li>The company offers range of services in technology, business management, vehicle management and driver management</li> </ul>	Regional • North America • UK • Europe	<ul> <li>Invests into technological advancements for the benefit of their clients and partners</li> </ul>	<ul> <li>It doesn't have good geographical presence</li> </ul>
Alphabet	<ul> <li>With fleet management services, Alphabet provides services like Funding Solutions and Advanced Mobility Solutions to its clients</li> </ul>	Regional • Europe • China	<ul> <li>Provides unique solutions to its clients and partners based on the innovative new Business Mobility Solutions for company's development</li> </ul>	<ul> <li>Alphabet has a very low geographical presence</li> </ul>
<b>ATHLON</b>	<ul> <li>Athlon provides Full-Service Lease which includes tailored all-in-one services</li> <li>E-Mobility for full range environmentally friendly options</li> </ul>	Regional • North America • UK • Europe	<ul> <li>In the field of business mobility, Athlon would provide its clients and partners with easy solutions for their fleet business</li> </ul>	<ul> <li>It operates more in the European countries, hence lacking its geographical presence</li> </ul>

## **Corporate Fleet Management**



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## **Corporate Fleet Management: Typical Sourcing Challenges**



Buying and Leasing are the two engagement models used in case of corporate fleet management. Leasing is gaining traction among larger corporations



## Corporate Fleet Management: Engagement Models(1/2)



Scenarios /Fitment

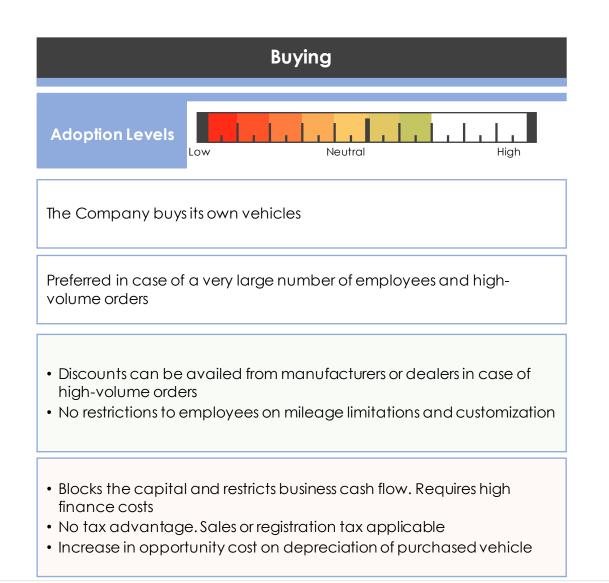
dvantages

Disadvantages

The service provider is an external supplier

Preferred for conservation of capital, administrative ease and for ancillary programs, such as maintenance, accident management, etc

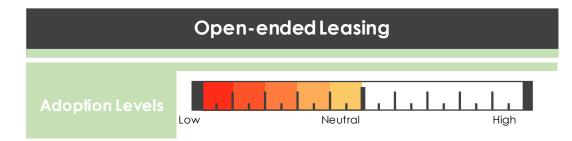
- Tax is deducted on monthly lease payments as a business expense
- Lower monthly payments than financing or an outright purchase
- Regular maintenance expenses already covered in leasing contract
- · Vehicle returnable at the end of contract
- Least customization on leased vehicles
- Additional costs due to improper maintenance or driving, additional expenses due to excessive wear and tear



# Companies can choose to have either open-ended or close-ended leasing agreements



## Corporate Fleet Management: Engagement Models(2/2)



Scenarios /Fitment

**Advantages** 

**Disadvantages** 

Preferred for fleets having rough usage and high mileages. Ideal if 95% of the vehicle's life is going to be consumed by the lease

The lessee agrees to a minimum term of at least 12 months and can

terminate the agreement anytime after the end of the term

- Buyer is credited the difference between the Selling Price and the value of the car
- The buyer can select depreciation factor used to amortize the capitalized cost. Different factors can be used for different vehicles, based on usage and specification
- The buyer assumes the depreciation risk. The capitalized cost is reduced monthly by a pre-determined amount for as long as the vehicle remains in service
- If SP less than the value of the car as per TRAC, buyer bears the excess payment



The term of the contract is fixed, and the monthly payment is made on the estimated residual value of the vehicle at the end of the term

Preferred for fleets that are subjected to less damage, predictable mileages and usage patterns. Ideal if 50%-60% of the vehicle's life is going to be consumed by the lease

- If higher mileage is anticipated by the buyer, it may be purchased at least inception with cost added to monthly payment or a graduated allowance may be available
- Budgeting is simpler, as all taxes and fees are bundled into one fixed monthly payment
- A close ended lease has pre-set mileage restrictions over lease term. The buyer is responsible for excess mileage charges that vary from USD 0.10-0.15 /mile
- The buyer is responsible for excessive wear and tear as well as early termination penalties

## The most widely used pricing model used in corporate fleet management is the fixed+ management+service component fee



## Corporate Fleet Management: Pricing Models

Pricing Strategy	Description	Pros	Cons	Adoption Rate
Service+Fixed+ Management Component Fee	This model includes a fixed fee, along with administrative fees and fees for additional services availed	<ul> <li>It includes a wide range of services being offered such as accident management, fuel cards fee, etc</li> </ul>	<ul> <li>The price can go up if the administrative fees are very high or if multiple services are availed</li> </ul>	
Fixed Management Fee+Set up Cost	It includes the cost of setting up the service as well as recurring management expenses. This model is usually used when new cars are managed	<ul> <li>The price will be very high only during the first payment since it would also include the set-up cost</li> </ul>	<ul> <li>There is no uniformity in the price charged since the services opted for can vary</li> </ul>	
Costs as a percentage of savings achieved+Fixed management fee+ performance bonus	The price includes the percentage of savings achieved by the buyer in addition to the management fees. It also includes a performance bonus at the end of the contract period	<ul> <li>It takes into consideration the performance of the fleet management Company</li> </ul>	• The performance bonus would vary as per the size of the fleet management Company, since a larger Company would be able to ensure greater savings due to its operational efficiency	



## **Corporate Fleet Management: Negotiation Levers**

Low Impact High	
Geographical Outreach	<ul> <li>Large corporates are choosing to partner with fleet management companies who have better geographical outreach</li> <li>The corporates also look at the FMC partner ecosystem, to gauge whether they have a partner in place in geographies where they are not present, which can help them avoid multi vendor contracts</li> </ul>

Low	Impact High	• When upfront cost saving is the primary factor while considering the length of lease contracts, corporates choose to get into 3-4 year	
	Engagement Duration	<ul> <li>contracts with FMCs</li> <li>If, however, corporates are looking to boost employee satisfaction and reduce company's environmental impact while also minimizing tax burden and benefiting from discounts, then it is preferable to shorten vehicle replacement cycle, and hence shorten the contract duration</li> </ul>	

Low	Impact High	
******	Fuel Card Program	<ul> <li>A negotiable monthly fee for fuel cards is usually contained in a bundled fleet management program</li> <li>If the volume of the fleet is high, this fee can be negotiated away or a discount can be availed</li> </ul>



## **Corporate Fleet Management**



## Supplier Profile: ALD (1/2)



## ALD Automotive: Capability Overview

<b>ALD</b> Automotive	Industry : Car leasing and fleet management Ownership : Societe Generale Group Headquarters : Rueil-Malmaison,France Year Established (ALD) : 1946			Website: www.al	ries: Present in nearly 43 countries Idautomotive.com Rate : 90%+ over last 10 years	
	Number of Contracts : 1.76 million			Net Income: EUR 509.8 million		
Company Snapshot	Number of Emp	<b>bloyees (2017):</b> 6500+		Revenue of ALD (2017): EUR 567.6 million		
Key Industries Served			Key Service offered			
<ul> <li>Pharmaceuticals</li> <li>Building and Construction</li> <li>Food and beverage</li> <li>Telecom</li> </ul>			<ul> <li>Full-Service Le</li> <li>Fleet Manage</li> <li>Sale and Leas</li> <li>Six Wheel Lea</li> <li>Second Lease</li> </ul>	ement se back se	<ul> <li>ALD Flex</li> <li>ALD Move</li> <li>ALD ProFleet</li> <li>Outsourcing Solutions</li> <li>Fleet Consultancy</li> </ul>	
Key Partnerships (Past and Present)			Key Developments (Past and Present)			
Fleet Leasing Vehicle Management Fleet Managemnt	S	<ul> <li>Frederic Hamain who is CEO of ALD Automotive in Russia, is also appointed as the Northeast Europe Regional Director</li> <li>ALD appointed new CEO- Klaudija Casar Torkar for ALD Belgium, where she also joined ALD's Operating Board</li> <li>ALD Automotive announced David Wilkinson as the new CEO of ALD Automotive, Ireland</li> <li>ALD has announced Diony Lebot as the Deputy Chief Executive Officer of Societe Generale in the ALD's Board of Directors, after Philippe Heim resigns</li> </ul>				
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## Supplier Profile: ALD (2/2)



## ALD Automotive: Capability Overview

#### Strength

- One of the top 5 global fleet management Companies
- Works in close association with multiple technology partners, such as Adobe, Citrix, IBM, Microsoft, Oracle and SAP to ensure the smooth functioning of its business
- Despite of COVID-19 scenario, ALD Automotive had strong financial performance, which highlights the resilience of the company's business model
- In 2021, ALD also had excellent productivity of remarketing operations where the record volume of used sales car sales was at 305,000 units (above guidance range)

#### Weakness

- The vehicle asset finance market in U.K. is mature and highly developed
- To sustain in such a competitive market, ALD will need to continuously innovate and improve its product portfolio
- One of the primary risks that ALD would have to overcome is the fluctuations in the used car market
- The Company should try to increase its geographical presence

#### ALD Automotive

#### Innovation

- Ford and ALD Automotive launched a new integrated fleet leasing and management solutions named- Ford Fleet Management across Europe to support commercial vehicle and fleet growth
- ALD Automotive launched new phase of expansion in distribution channel with ALD Carmarket, for its ambitious development strategy

### Supplier Updates (Past 2 years)

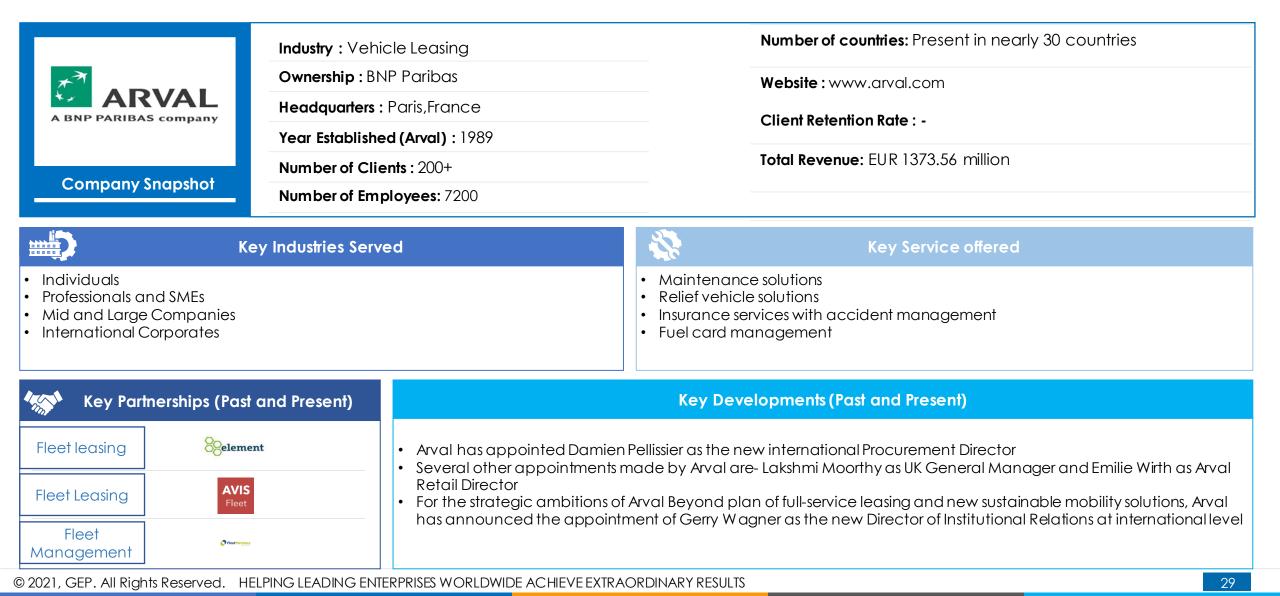
#### Growth Strategies

- ALD has signed a partnership agreement with Mazda in Belgium and Luxembourg, providing mobility solutions and leasing services
- ALD plans to acquire Bansabadell Renting, totaling 20,000 vehicles, to strengthen fleet services in Spain

#### Technological Advancements

- ALD Automotive has announced the launch of ALD Flex, providing flexible mobility solution with fully serviced vehicles and ondemand availability for the corporate fleet managers
- ALD has launched ALD ProFleet in Spain, providing car solutions for the fleet managers and drivers that would give them access to their real-time car data

## Arval: Capability Overview





## Supplier Profile: Arval (2/2)

### Arval: Capability Overview

#### Strength

- In 2020, there was 6.4% growth in leasing vehicles which made Arval- the European Leader in Full-Service Leasing
- Arval has been awarded a Platinum Rating by Ecovadis CSR Platform in 2020
- Despite of the COVID-19 crisis, the financial statements of 2020 show an increase in the net income which indicated that Arval has a strong business model
- Arval has launched an International Biodiversity Project, where 1 tree will be planted for every 1 electrified vehicle leased. This project highlights the mission of the company-Sustainable Mobility Solutions

#### Weakness

- The Company faces challenges in the UK car market due to uncertainties regarding diesel emissions
- A major risk being faced by Arval is the fluctuations in the used vehicle value, which might adversely impact its profitability
- The Company should try to increase its geographical presence

#### Innovation

- Arval in Netherlands, launched an online service to propose private customers and prospects, a personalized experience while selecting a vehicle that best suits their requirements
- Arval launched New Mobility Services within its 360 Mobility Offer, which gives easy access of mobility to the employees for Arval corporate premises of clients'

#### Supplier Updates (Past 3 years)

#### Growth Strategies

- Arval and CaixaBank renewed their partnership in order to promote private leasing and sustainable mobility solutions
- Arval and SIXT signed a strategic partnership, which enables the employees of Arval's clients and partners to have access to the products offered by SIXT

#### Technological Advancements

- Arval has developed SMaRT, which makes use of several digital tools, helps customers select the best powertrain to reduce environmental impact
- As an update of SMaRT, Arval has launched Arval Mobility Consulting, which deals with rapidly changing corporate mobility needs



## Supplier Profile: LeasePlan (1/2)



## LeasePlan Corporation: Capability Overview

Industry : Vehicle Leasing		cle Leasing		Number of countries: Present in 32 countries
	Ownership : Lincoln Group Holding Pvt Ltd Headquarters : Amsterdam,Netherlands Year Established (LeasePlan) : 1963			Website : www.leaseplan.com
LeasePlan				
				Client Retention Rate : - Revenue of LeasePlan: ~USD 1.9 billion
	Number of Clients: 1,75,000+			
Company Snapshot	Number of Employees: ~7,700			
Ке	y Industries Serve	d		Key Service offered
<ul> <li>Services</li> <li>Consumer Durables</li> <li>Capital Goods</li> <li>Construction and Infrastructure</li> </ul>			<ul> <li>Purchasing and Financing Services</li> <li>Fleet Management Services</li> <li>Maintenance Management Services</li> <li>Insurance, Damage, Fuel, Accident and Rental Management service</li> <li>CarNext</li> </ul>	
Key Partnerships (Past and Present)		Key Developments (Past and Present)		
Rental Cars   Uber     Car sharing   GoMo	re	<ul> <li>In December 2019, Franca Vossen, Chief Risk Officer and Yolanda Paulissen, Chief Strategic Finance &amp; Investor Relations Officer of LeasePlan had decided to leave the company by mutual agreement</li> <li>LeasePlan has announced that Jochen Sutor, being Managing Board Member, has also been appointed as the Chief Risk Officer for LeasePlan</li> <li>Toine van Doremalen who earlier was the Chief Financial Officer of Car-as-a-Service, is now appointed as the Chief Financial Officer of the LeasePlan Group</li> </ul>		
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### LeasePlan Corporation: Capability Overview

#### Strength

- According to the LeasePlan's survey on COVID-19 Mobility, 81% of the people surveyed, plan to personally drive rather than using public transport, which was beneficial for the CarNext service provided by them
- LeasePlan has joined UN Global Compact where it ensures to support the 10 Principles of Human Rights, Labor, Environment and anti-corruption; which the plan to apply in their culture and day-to-day operations

#### Weakness

- LeasePlan faces significant challenges in the European market, due to high interest rates and changing taxation policies
- The European car market is also on a decline, due to rising fuel prices, which may affect the Company's operations
- The Company should try to increase its geographical presence

# LeasePlan

#### Innovation

- In 2019, LeasePlan's CarNext service launched an app for the users who would prefer leasing a car for short-term use. The company aims at delivering sustainable subscription services to its private and SME customers
- LeasePlan also launched an app named Tess which allowed selected friends and family of the customers to lease the cars

#### Supplier Updates (Past 5 years)

#### Growth Strategies

- Partnered with Fleetcor to manage the processing and billing of its fuel card program
- In 2019, LeasePlan acquired AutoManager which enabled the users of CarNext to hire the car service, anytime and anywhere across Europe

#### Technological Advancements

LeasePlan with its partner PowerD, has launched ChargeUpNow globally, to ensure universal, affordable and sustainable charging infrastructure for the EVs



## Volkswagen Financial Services: Capability Overview

	_				
Industry : Financial Ser		ncial Services		Number of countries: Present in 48 countries	
VOLKSWAGEN FINANCIAL SERVICES	Ownership : V	Ownership : Volkswagen Aktiengesellschaft		Website : www.vwfsag.de	
	Headquarters	Headquarters : Braunschweig, Germany Year Established (WFS) : 1991			
	Year Establish			Client Retention Rate : -	
	Number of Cli	Number of Clients : 100+		Revenue of VFS : USD 735.18 million	
Company Snapshot	Number of Em	Number of Employees: 16,500+			
Key Industries Served			Key Service offered		
<ul> <li>Technology, media and communication</li> <li>Pharma and Healthcare</li> <li>Agri-business</li> </ul>			<ul> <li>Travel Booking Services</li> <li>Travel Management Software</li> <li>Expense Management</li> <li>Travel Consulting</li> <li>Risk Management and Duty of Care</li> </ul>		
Key Partnerships (Past and Present)			Key Developments (Past and Present)		
	PARIBAS DIF	<ul> <li>In 2020, Harald Heßke left VFS Management for Spain and Oliver Roes took over as General Manager</li> <li>VHS expands management by appointing Frank-Michael Czarnetzki, who would be responsible for the Truck business</li> </ul>			
	s	<ul> <li>Gerhard Künne has been appointed as the new CEO of EURO-Leasing GmbH / MAN Financial Services Rental</li> </ul>			
Insurance Dire Gro	ctLine up				
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## Volkswagen Financial Services : Capability Overview

#### Strength

- VFS makes use of multiple technologies such as Adobe, Cisco, Citrix, IBM, Microsoft, Oracle, SAP, Symantec and vmware to support its business functions, which makes it technologically efficient
- The Company expanded its fleet services to USA in 2018
- The digital and direct operations by VFS which is their new business model had a potential growth in 2020 and is expected to be expand globally by 2025 creating convenience for the European businesses and fleet customers
- In 2021, VFS has started offering their commercial customers, easy and quick digital business travel management, which will make VFS a recommended service for travel bookings

#### Weakness

- The European market faces an uncertainty regarding the residual value of diesel vehicles, since the share of these value is diminishing. This could impact the residual value of the portfolio vehicles at VFS
- The South African market, where VFS operates, is facing structural deficits, social unrest and political issues, which might affect the functioning of VFS in that market
- The Company needs to increase its geographical presence

#### VOLKSWAGEN FINANCIAL SERVICES

#### Innovation

- VFS has developed FleetCARSdriver app for company car drivers. The app provides the driver with all important information about the usage of vehicle.
- In 2020, VFS plans to expand its mobility offering by launching Auto Abo across Germany, that would give tutorials for seven different vehicles of Volkswagen

#### Supplier Updates (Past 5 years)

#### Growth Strategies

- In 2020, VFS acquired Hamburg-based business travel start-up Voya for expanding in business travel management serivce
- In 2021, VFS plans to expand its mobility offering by leasing and financing of bicycles
- VFS and the Danish Semler Gruppen A/S in a joint venture have started operations in Denmark. The venture plans to provide attractive financial services related to fleet

#### Technological Advancements

• Launched a new online used car platform HeyCar in 2017

## Supplier Profile: Wheels, Inc (1/2)



## Wheels, Inc: Capability Overview

WW wheels DUSINESS MOVES BETTER WITH WHEELS Company Snapshot	Industry : Fleet Leasing and Mar Ownership : Frank Consolidated Headquarters : Illinois, United Star Year Established (Wheels) : 1939 Number of Clients : 100+ Number of Employees: 700+	d Enterprises,Inc ates Client Retention Rate : -	
<ul> <li>Key Industries Served</li> <li>Healthcare         <ul> <li>Industrial</li> <li>Consumer Goods</li> <li>Government</li> <li>Chemicals</li> <li>Energy</li> </ul> </li> <li>Number of Employees: 700+</li> <li>Key Industries Served</li> <li>Insurance</li> <li>Insurance</li> <li>Manufacturing</li> <li>Medical devices &amp; technology</li> <li>Pharmaceuticals &amp; healthcare</li> <li>Support Services</li> <li>Regulatory and Compliance</li> <li>Support Services</li> <li>Reimbursements</li> </ul>			
Key Partnerships (Past and Present)		Key Developments (Past and Present)	
Fleet   Management   ALD   Automotive    • Laura Jozwick has been elected as the Automotive Fleet and Leasing Association (AFLA) board secretary • The Vice President of Strategic sales of Wheels Inc, Norman Din, has retired • The Vice President of Strategic sales of Wheels Inc, Norman Din, has retired		k has been elected as the Automotive Fleet and Leasing Association (AFLA) board secretary dent of Strategic sales of Wheels Inc, Norman Din, has retired	

### Wheels, Inc : Capability Overview

#### Strength

- In 2021, Wheels Inc. has been honored with 2 Silver Stevie Awards for Sales & Customer Service, for their COVID-19 Customer Feedback Strategy
- Wheels Inc. has also been given Silver Sustainability Rating by EcoVadis
- It has won several awards in the field of IT, business and workplace conditions and American Business Awards
- Wheels Inc. has a low moderate risk, having industry's highest credit rating and stable leadership
- Wheels Inc. customizes its consultative service as per client goals and has brought 99% client satisfaction as the company focuses on client success
- It has passionate and experienced people with industry-leading driver support, that can provide the clients a world-class experience

#### Weakness

- Though Wheels Inc has their presence in 59 countries, it needs to increase the presence in African countries too, so that they can have their operations globally
- Wheels Inc. is known for its excellent fleet services and customer satisfaction but their activities on sustainability for the environment are low

## 

#### Innovation

 Announced the launch of GlobalFleetReporting.com to consolidate fleet management data from multiple sources

## Supplier Updates (Past 5 years)

#### Growth Strategies

- Wheels Inc partnered with Qmerit, a leader in green energy transformation to provide electrification technology to the companies for fulfilling their employee's residential electric vehicle (EV) charging needs
- Wheels Inc. & General Motors' OnStar Business Solutions have partnered to extend Vehicle Connectivity Services to their mutual fleet customers

#### Technological Advancements

• In 2018, Wheels Inc. introduced the FleetView mobile app for fleet managers that would help them to stay on the top of their fleet operations



### Supplier Profile: Element (1/2)



#### Element Fleet Management: Capability Overview

Company Snapshot	Ownership : Ele Headquarters : Year Established Number of Clier	Devenue of FEM. USD 705 17 Million		<b>Website :</b> www.elementfleet.com <b>Client Retention Rate :</b> 90%+ over the years
Agriculture     Business services     Chemical     Construction	<b>Cey Industries Serve</b> ducation & NPOs nergy ood & Beverages nsurance Nanufacturing	d • Pharmaceutical • Professional Services • Telecommunications • Transportations • Utilities	<ul> <li>Key Service offered</li> <li>Fleet Expertise</li> <li>Tailored Fleet Solutions and Services</li> <li>Fleet Financial Strength and Resilience</li> <li>Global Services</li> <li>Technology</li> </ul>	
Key Partnerships (Pa	st and Present)		Key Developments (Past and Present)	
Vehicle Leasing Rent-a-car Fleet Management	erprise SF	<ul> <li>In 2021, Element Fleet Management Corp. appointed a senior leadership team to lead the company's EV Strategy. Avninder Buttar is appointed as the Vice President, Strategy focused on EVs, and Jason Kazmar to Director, Electric Vehicle &amp; Sustainability Strategy</li> <li>Arielle Meloul-Wechsler has been nominated for election of the Company's Board of Directors</li> <li>Element Fleet this year, has also appointed Frank Ruperto as Chief Financial Officer</li> </ul>		



#### Element Fleet Management : Capability Overview

#### Strength

- In the terms of Investment Grade Ratings, Element is the only fleet management company to be affirmed as BBB+ by FitchRatings and BBB by S&P Global
- The fleet expertise of Element reduces the administrative burden, simplify operations and helps to reallocate resources of the business
- Element gives cost saving and financial control solutions for the businesses which is beneficial for the profit maximization
- Element provides customized solutions for the fleet management which intends to increase productivity of the businesses

#### Weakness

- Element has a very low credit score of 69 percentile, which indicates a low moderate risk of associating with it
- The Company has been witnessing client attrition
- Competitive pressures might impact its margins and market share
- It needs to increase its geographical presence

#### Relement

#### Innovation

- Element along with AYRO Inc. launched first Electric Vaccine Vehicle (EVV) for the access to COVID-19 Vaccination and Testing
- In 2019, Element Fleet Management launched its Element Navigator fuel product to provide the clients a higher level of service and fuel spending control

#### Supplier Updates (Past 5 years)

#### Growth Strategies

- Element Fleet Management entered into an agreement with AYRO Inc, a designer and manufacturer of the EVs, aiming to deploy large fleets of AYRO electric delivery vehicles over the next four years.
- The Element Navigator launched in 2019, was launched under the partnership of Shell Fleet Solutions

#### Technological Advancements

- Created a platform, Xcelerate, that provides a central hub for fleet data to optimize fleet performance
- Created "Xcelerate for Drivers" to help them manage their vehicles more effectively
- Making investments in mobile hardware and software to increase user experience

## Supplier Profile: Orix (1/2)



#### Orix Corporation: Capability Overview

	Industry : Fleet Management Ownership : Orix Car Rentals SDN. BHD. Headquarters : Tokyo, Japan Year Established (Orix) : 1964			Number of countries: Present in 31 countriesWebsite : https://www.orix.co.jp/grp/en/Client Retention Rate : -Revenue of Orix : USD 20774.5 million	
ODIV					
OKIX					
	Number of Cl	Number of Clients : -			
Company Snapshot	Company Snapshot Number of Emp		<b>bloyees:</b> 33,000+		
	(ey Industries Serv	ved		Key Serv	ice offered
<ul> <li>IT</li> <li>Manufacturing</li> <li>Engineering</li> <li>BFSI</li> <li>Hospitality</li> </ul>			1 1 1	nsportation Solutions	<ul> <li>Commercial Vehicle Financing</li> <li>Leasing</li> <li>Loan against property</li> <li>Real Estate Financing</li> </ul>
Key Partnerships (Pas	tnerships (Past and Present) Key Developments (Past and Present)			sent)	
Technology	<b>PLAY</b> Japan	<ul> <li>In 2021, Orix Corporation has appointed 12 new Members of the Board of Directors for the Audit, Nominating and Compensation Committees, composed of 6 outside directors as well</li> <li>ORIX announced that its Saudi Arabian branch- Saudi ORIX Leasing Company, has been renamed to Yanal Financ Company</li> </ul>			
Media 🥳 Sun Gi	oup Inc.				
Industrial Products Innovation b					
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#### **Orix : Capability Overview**

#### Strength

- Stable and diversified funding base provides resilience to market developments
- Diversified business portfolio reduces revenue volatility
- Strong business franchise in Japanese leasing industry
- Infrastructure development to boost company's operational performance
- Acquisitions are likely to increase revenues
- Medium term corporate management strategies could improve financial performance

#### Weakness

- Orix is facing a declining financial flexibility
- It is facing intense competition
- Slowdown in the Japanese economy is likely to affect its functioning
- Fall in real estate business is likely to affect overall business operations
- The Company does not have a very strong geographical presence

ORIX

#### Innovation

• ORIX launched Tera Protect Disinfectant that has virus-suppression properties, with a joint agreement with Santa Mineral Co. Ltd. Produced from water and minerals extracted from plants, Tera Protect is completely free from chlorine and other harmful chemical substances

#### Supplier Updates (Past 1 year)

#### Growth Strategies

- ORIX completed its acquisition of shares in the Major Indian Renewable Energy Operator Greenko Energy and further plans to integrate the entire wind power generation business in India's Greenko
- ORIX entered in a capital and business partnership with Ridge-I, a startup that offers development consulting for systems

#### Technological Advancements

 ORIX Corporation along with Kaihara Co.
 Ltd introduced a PPA Model for solar power generation systems of 2.2 MW at Hiroshima, Japan



### Supplier Profile: ARI (1/2)



#### ARI Global Fleet Management Services: Capability Overview

	Industry : Fleet Management Ownership : Holman Automotive Group Headquarters : New Jersey,United States Year Established (ARI) : 1948 Number of Clients : 2600+ Number of Employees: 2,700+			Number of countries: 5 regions (USA, Mexico, Canda, UK, Europe)	
				Website : www.arifleet.com	
				Client Retention Rate : -	
				Revenue of ARI: USD 700 million	
Company Snapshot					
Key Industries Served		/ed		Key Service offered	
Oil & Gas Energy and Utility Food and Hospitality Education Telecommunications, etc			<ul><li>Fleet Sus</li><li>Strategic</li></ul>	t Management stainability c Consulting and Driver Management	
Key Partnerships (Past	and Present)		Key [	Developments (Past and Present)	
Fleet Management Vehicle Management	kcar	<ul> <li>In 2020, ARI had announced Craig Pierce as the Vice President of US Sales</li> <li>In 2019. ARI appointed Nick Caller as the UK Managing Director</li> <li>ARI received a national certification as a Women's Business Enterprise (WBE) by the Women's Business National Council (WBENC) in 2019</li> <li>ARI had been recerptized as the 50 mest and good workel goos for the third consecutive warrin 2018</li> </ul>		IK Managing Director Vomen's Business Enterprise (WBE) by the Women's Business Enterprise	
Broadcasting ((SiriusXM))		<ul> <li>ART had been recognized as</li> </ul>	had been recognized as the 50 most engaged workplaces for the third consecutive year in 2018		

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#### ARI Global Fleet Management Services : Capability Overview

#### Strength

- ARI's investment in the enhancement of work environment and technology has helped almost every client in generating more revenue, as the company stays on the top of productivity and emerging technologies
- There is constant evolution of processes as ARI believes in improvisation practices based on customer feedbacks. Through this, it provides single-source fleet and mobility solutions for the most complex needs
- ARI provides with powerful software and expertise to its customers that would help them reduce their expenses, streamline processes and track all the operations

#### Weakness

- ARI's operations in the UK market are faced with challenges due to uncertainties related to technology and government policies impacting Company car fleets
- The Company needs to increase its presence in more countries around the world

#### Innovation

- Received the Fleet Europe industry award as an innovative international fleet supplier
- ARI introduces Alexa App Pilot to provide voice commandments to fleet managers

#### Supplier Updates (Past 5 years)

#### Growth Strategies

 In 2020, Holman Enterprises partnered with Lordstown Motors, an Ohio-based original equipment manufacturer of EVs, to introduce the first all-electric commercial pickup truck, to vocational fleet operators across North America. With this partnership, ARI would provide fleet management services

#### Technological Advancements

- In 2020, ARI launched Virtual Learning and Webinar Series which provided fleet management strategies to help the companies cope up with the impact of the COVID-19 pandemic
- In 2019, ARI launched interactive video experience designed to help fleet stakeholders manage the business challanges

### Supplier Profile: Alphabet (1/2)

Auto body

equipment



#### Alphabet International: Capability Overview

Symach

LOOK AT THE FUTURE

Industry : Fleet Mana		t Management	Number of countries: P	resent in 31 countries	
	Ownership : BMW Group		Website : www.alphab	et.com	
Alphabet	Headquarters	: Bavaria,Germany	Client Retention Rate :		
		ed (Alphabet) : 1997			
	Number of Cli	<b>ents :</b> 85,000+	Revenue of Alphabet:	Revenue of Alphabet: EUR 16.6 million	
Company Snapshot	ompany Snapshot Number of Emplo				
Ke	y Industries Serv	ed	Key Sei	rvice offered	
Professional Service Firms			Maintenance and Repair Consulting Services Insurance, roadside assistance, fine n Tax Management, Rental Services, ad	nanagement, customer service ccident management, safe driving training	
Key Partnerships (Past o	and Present)		Key Developments (Past and Pre	esent)	
Fleet AVI Nanagement Flee		<ul> <li>Jürgen Winkler has been appointed as the new Chief Operations Officer at Alphabet International,</li> <li>Richard Schooling who previously was the CEO of Alphabet International between the years 2011-2</li> </ul>			
EV Charging		<ul> <li>business to follow new professional opportunities in 2020</li> <li>Uwe Hildinger has taken up the position of Chief Executive Officer for Alphabet Germany in 2020</li> <li>Succeeding CSO Rüdiger Ebel, Susanne Loser has now been appointed as the Chief Sales Officer at Alphabet</li> </ul>			

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International

#### Alphabet : Capability Overview

#### Strength

- Despite of the COVID-19 pandemic, Alphabet International was able to make a growth in its business in the year 2020, 34% more than the previous year
- Alphabet guarantees customer satisfaction with tailor-made solutions, seamless process flow during mobility, low costs and innovations
- Even though it has low geographical presence, it tries to stay connected to its customers online, via Alphabet OneNet service
- Alphabet has associated with renowned technology Companies such as Microsoft, Oracle and SAP to ensure the efficient functioning of its business
- In 2018, Alphabet expanded its operations to several markets such as Greece, Croatia, Bulgaria, Cypriot, Turkey, Russia, Serbia, Ireland and Portugal

#### Weakness

- Alphabet has a few competitors in the fleet management industry, and its must constantly keep innovating to survive in the market
- In the past few years, the Company has received criticism from fleet customers regarding its service quality
- Alphabet does not have sufficient market share in the Light Commercial Vehicles (LCV) segment, but it's aiming at having more LCVs in its fleet
- The Company does not have a very strong geographical presence, being present in only 31 countries

#### Alphabet

#### Innovation

• Alphabet got awarded for innovation at FleetWorld Honours 2018

#### Supplier Updates (Past 5 years)

#### Growth Strategies

- Companies with business operations in New Zealand and Australia can now benefit from the mobility services since Alphabet has expanded its business, in 31 countries in 2021
- In 2019, Alphabet in partnership with Auto Plan, expanded its presence in Norway
- Alphabet in collaboration with Unidas, expanded its mobility services in Brazil

#### Technological Advancements

- In 2020, the company launched the new version of AlphaGuide app, which has easy-to-use self-service features for fleet drivers
- Alphabet's leasing platform won a major industry award for digital innovation
- Launched a new technology, AlphaCity, for corporate car sharing, with a wider choice of vehicles



# **SEP**°

#### Athlon: Capability Overview

	Industry : Fleet Management	Number of countries: Present in 20 countries in Europe and US
	Ownership : Daimler AG	Website : www.athlon.com
THLON	Headquarters : Almere, Netherlands	
	Year Established (Athlon): 1916	Client Retention Rate : -
	Number of Clients : -	Revenue of Athlon (2019): USD 2.59 billion
Company Snapshot	Number of Employees: 1,700+	
Key In	ndustries Served	Key Service offered
Professional Service firms		<ul> <li>Long term rental</li> <li>Short term leasing</li> <li>Vehicle budgets</li> <li>Fleet Management</li> </ul>
Key Partnerships (Past and	d Present)	Key Developments (Past and Present)
Fleet Safety       Image: The state of the	Götzenberger as CEC In 2020. Athlon appo Michiel Alferink in 202	o previously was the President & CEO of Banco Mercedes-Benz do Brasil, succeeds Gero ) of Athlon nted Margareta Nussbaum to the Athlon Management Board 0 has been appointed as Managing Director Athlon Belgium and Luxembourg nted Marchel Koops as the Chief Commercial Officer (CCO) of Athlon International
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#### Supplier Profile: Athlon (2/2)

#### Athlon : Capability Overview



#### Strength

- Since Athlon's operations are focused on the European market, it does not face currency fluctuation risks
- Its financial results are also not majorly impacted by interest rate risks

#### Weakness

- Athlon's operations are focused on the European market. Hence, its operations would be greatly affected in case of disturbances in the European economy, since the risk cannot be spread across different countries
- The Company's geographical presence is not very strong

#### **ATHLON**

#### Innovation

- Athlon launched ChangeMyCar app, which allows car users to switch to a different leased vehicle every month, which won the Fleet Industry Awards in 2018
- Athlon upgraded its range of BikeLease offerings by adding new features

#### Supplier Updates (Past 5 years)

#### Growth Strategies

- In 2021, Athlon and Arval announced their agreement on transferring the full-service leasing fleet of Athlon in Switzerland
- In 2020, Athlon announced that Daimler Fleet Management UK ltd. will continue its operations as Athlon UK
- Athlon in 2020 partnered with Hedef Filo in Turkey, to deliver aligned products and services in an additional market

#### Technological Advancements

 In 2019, Athlon added e-Bike to ChangeMyCar app. This enabled the app users the flexible usage of both lease car and e-Bike in a single subscription



#### Corporate Fleet Management: Emerging Innovators (1/2)



# Coretex CORETEX

3

- Coretex is a telematics company based in New-Zealand which also offers fleet services to their clients
- It offers customization options for different vehicles which would let the driver, or the client inspect the vehicles
- The unique offerings by Coretex are- Customizable rulesets, Customizable DVIRs, Customer portal for delivery times, proof of service, etc., Waste management, Agriculture support, Oilfield support and Delivery Asset Tracking

#### Verizon Connect

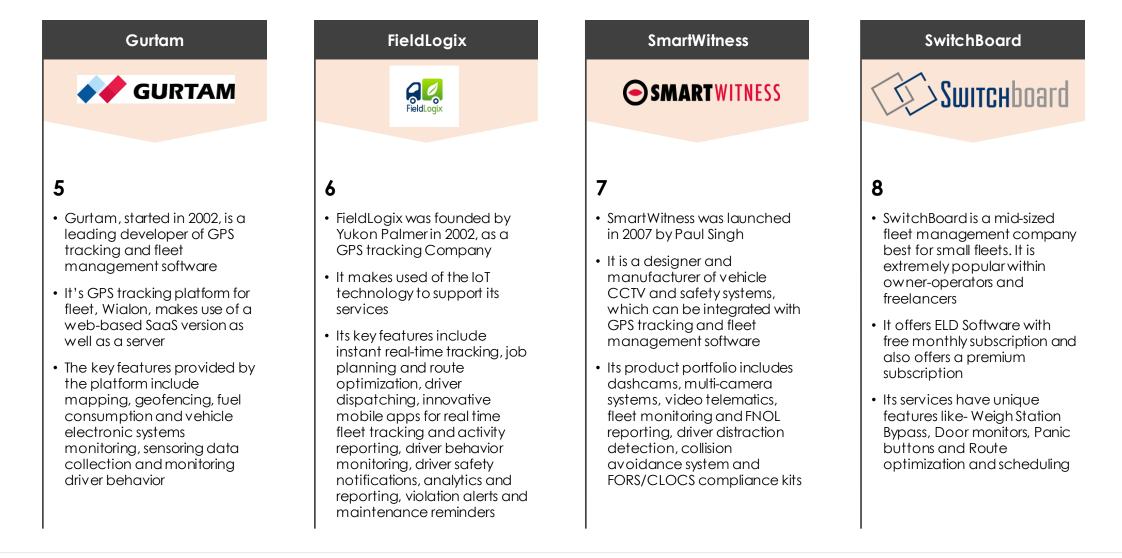
#### verizon<sup>√</sup> connect

#### 4

- Verizon Connect was founded in 2018 and is a software solution provider to the fleet management companies
- It is best for the enterprise fleets and its solutions are most ideal for the big fleets with new vehicles
- It provides unique services like-Integrations library for dozens of fleet management tools, Field service management and Integration into onboard ELD



#### Corporate Fleet Management: Emerging Innovators (2/2)





#### **Corporate Fleet Management: Sourcing Recommendations**

Which kind of engagement model should companies go for?				
Recommendation				
<ul> <li>Leasing is the most preferred engagement model. With leasing, the buyer does not have to pay a huge upfront capital</li> <li>As vehicles undergo wear and tear, they depreciates, which gives a very less resale value. With leasing companies do not have to worry about the vehicles getting depreciated</li> <li>Maintenance expenses, being covered in the lease contract, companies do not have to pay any additional amount for vehicles maintenance</li> </ul>				
Should companies go for centralized or decentralized fleet policy?				
Recommendation				
<ul> <li>A centralized fleet policy is preferred over a decentralized one</li> <li>A centralized fleet policy creates a single platform where details about the vehicle can be accessed at a single place</li> <li>The administrative expenses of handling multiple fleet management locations come down and the overall management efficiency is improved significantly</li> </ul>				
How should a Telematics programme be implemented?				
Recommendation				
<ul> <li>The purpose of setting the device in the vehicles should be communicated to the drivers</li> <li>Introduction of incentive good results is another way of delighting drivers to keep up with their performance and also serves as a Corporate Social Responsibility activity where the company is taking initiatives to protect their drivers</li> </ul>				

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