

.CYCLIS
BIKE LEASE

Mobility budget.



What's changing and what
does it mean for you?



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TO STAY INFORMED.



What's changing and what does it mean for you?

As of 1 January 2026, a fundamental shift is coming to the mobility landscape:

Employers offering a company car will also be required to offer the mobility budget.

Until now, only a small minority of employers did this (about 3.2% in 2024).

From 2026 onwards, it will be a standard option for everyone entitled to a company car.

GOOD TO KNOW:

employees are free to choose. You're not obligated to give up your car or switch to the mobility budget.

How does the mobility budget work?

The mobility budget replaces your company car if you choose to, with an annual budget. This budget is based on the total cost of the car (leasing, insurance, fuel or electricity, taxes, maintenance, etc.).

You can spend it across **three pillars**:



Eco-friendly car

- As of 2026: electric only
- You keep a car, but with a greener focus
- Can be combined with pillars 2 and 3



Sustainable mobility & housing

- **Mobility:** bike leasing (including maintenance, insurance, accessories), public transport, shared cars, scooters, parking fees, ...
- **Housing:** rent or mortgage payments for a home within 10 km of your workplace, or with structural teleworking (min. 60%)



Cash

- Any unspent budget can be paid out annually
- A solidarity contribution of 38.07% applies



What about bike leasing and bike allowance?



3-month rule:

Do you already have a bike lease and/or bike allowance alongside your car, at least 3 months before switching to the mobility budget? These can continue outside the budget as usual.



New bike lease via mobility budget:

Falls under pillar 2, is fully tax-efficient, but no tax-free bike allowance can be added on top. Employers may still offer a bike allowance, but it will count as taxable salary.



Want to keep your bike allowance?

Make sure you're already receiving it for at least 3 consecutive months before switching.

What else is changing?

The government plans to simplify the system in the future. The mandatory offer of the mobility budget as of 1 January 2026 is already confirmed.

FOR EMPLOYERS / HR

- You are required to offer the mobility budget from 2026.
- Employees decide whether to switch or keep their car.
- Clear communication to staff is crucial and we can help you with that.

FOR EMPLOYEES / CYCLISTS

- You can freely decide whether to opt for the mobility budget.
- With proper preparation, you can keep your bike lease and allowance.
- Or use the budget to lease a bike, cover housing costs, or opt for an electric car.

Cyclis Bike Lease helps you move forward!

The mobility budget raises a lot of questions. That's why we'll be organising webinars this autumn to explain everything clearly: what's changing, what your options are, and how to make the most of it.



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