

# Stimulate sustainable mobility resulting in satisfied employees and a perfect administration.

With Fynch you easily facilitate a sustainable and vital mobility policy

- Put kilometers and work-from-home days declarations on autopilot
- Insight into CO2 footprint
- Reward sustainable and vital travel
- Facilitate public transport, cycling and electric driving

# Introduction Fynch Mobility

Fynch Mobility is an impact-driven technology company based in Utrecht, the Netherlands. Each year, mobility accounts for 27% of the global carbon footprint. Approximately half of this is work-related. Employers, therefore, have a major role to play in making mobility more sustainable; not only by greening the car fleet, but also through stimulating and facilitating a broader sustainability approach to travel and work.

Fynch's vision is sustainable and vital mobility for all. Fynch motivates employees to make more sustainable choices in their travel behavior. We strive for zero emissions, excellent accessibility and availability for all.

Mobility behavior is an important key to CO2 reduction. Ultimately, it is the choices travelers make that determine the emissions. By not traveling or by traveling less and by choosing the cleanest form of mobility, they are reducing CO2 emissions.

How do you make your policies and facilities attractive for hybrid working? How do you encourage people to travel more sustainably? How can you register the CO2 emissions of all your employees in a privacy-proof way? How do you organize a variable travel and work-from-home reimbursement? How do you administer this and how do you facilitate access to public transport and shared mobility?

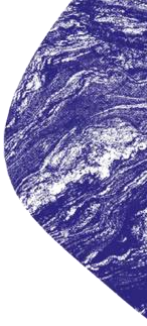
In this brochure you can read how Fynch can help you.

## New Mobility Policy Challenges

A lot is changing in the field of mobility, and we see 4 factors that illustrate the need to reassess mobility policies.

**1. Hybrid working** - Place-independent working has taken off and is now being implemented by many companies. Employees generally find hybrid working very enjoyable, partly because of the flexibility. However, this requires employers to take a different look at how travel and work-from-home days are reimbursed. This requires user-friendly registration for the employee.

**2. Fiscal** - Employers may no longer pay a fixed, untaxed travel reimbursements as of January 1st, 2022; only the actual travel and work-from-home days incurred are eligible for untaxed reimbursement. The burden of proof is on the employer, but this obligation can also lead to a lot of extra administration for employees.



**3. CO2 reporting obligation** - The United Nations' climate report does not lie: to keep our planet livable, we must act today. A huge task, involving a lot of steps. Steps to be taken by governments, businesses and individuals. One of the biggest steps to be taken is to make our business travel behavior more sustainable. As of January 1st, 2024, employers must annually report the number of kilometers traveled per mode of transportation (car, motorcycle, moped, (e-)bike, public transport) and fuel type (gasoline, diesel, PHEV, electric) for commuting and business-related mobility.

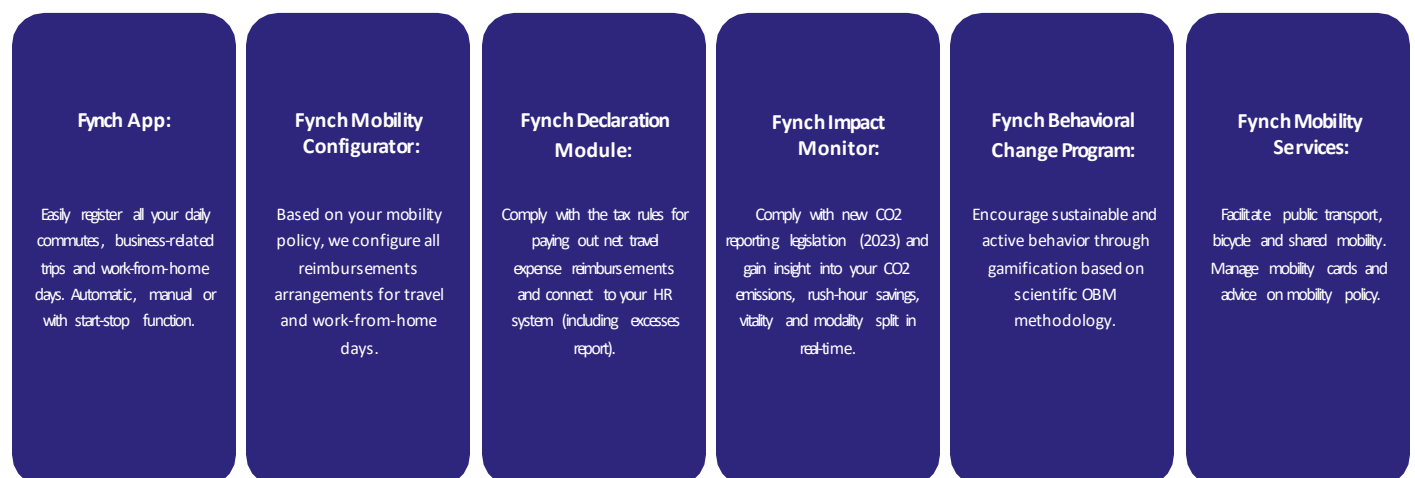
Each company will have to submit this report through a platform built by Rijksoverheid (RVO). This platform will then calculate the accompanying CO2 emissions. The new law stems from the Climate Agreement.

**4. Being an attractive employer** – Being an attractive employer is essential in this time of unprecedented tightness in the labor market. Offering a mobility policy that offers employees maximum flexibility and freedom of choice contributes to this. Besides, research has shown that companies with an active sustainability policy and related objectives have less difficulty finding good staff. Rewarding and facilitating sustainable mobility options can make the difference.

## Fynch's Approach – Impact Mobility Platform

With Fynch you put travel and work-from-home day registration on autopilot and kill three birds with one stone: ease of administration, insight into and reporting of CO2 footprint and promotion of sustainable and active mobility.

The Fynch Mobility platform consists of the following 6 components:

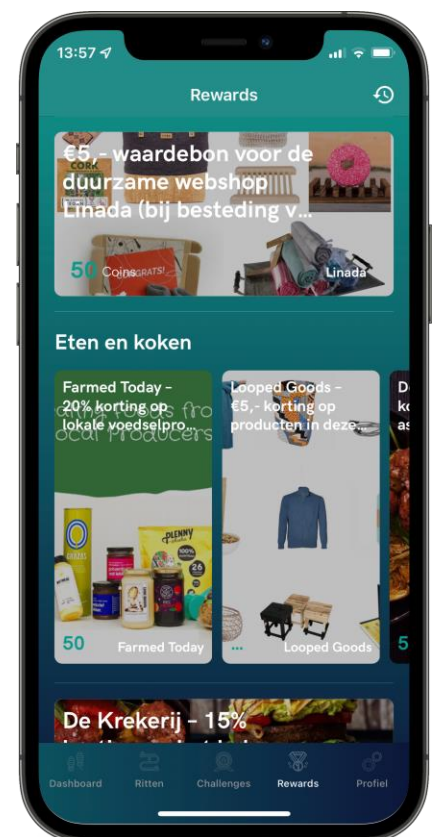
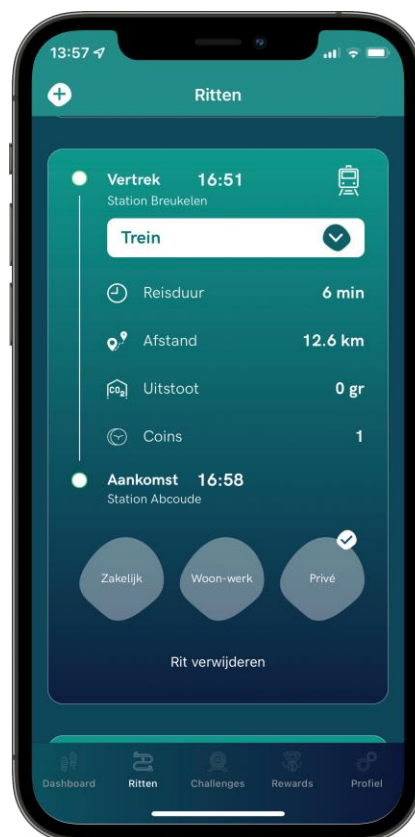
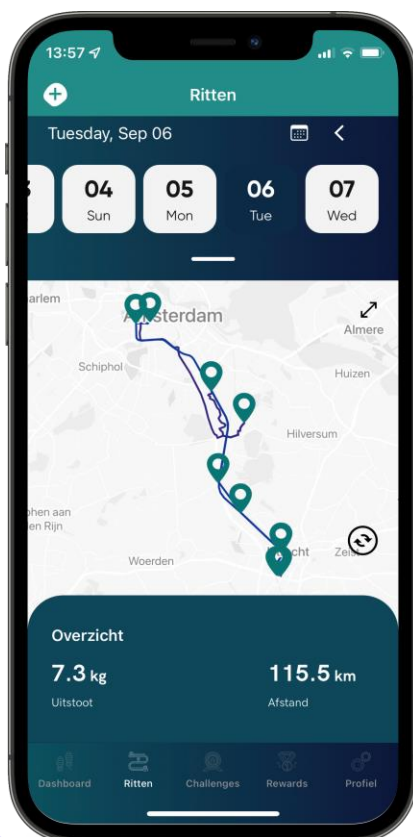


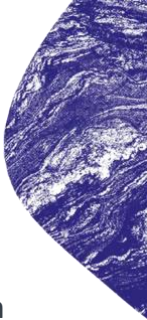
# Fynch App – put registration of trips and work-from-home days on autopilot

The Fynch App supports the employee in registering and declaring business trips, commuting trips and work-from-home days on a daily basis. This saves employees a lot of time and aggravation. Registration can be done in three ways:

- **Fully automatic:** With the help of GPS registration, the app automatically starts as soon as the employee begins a travel movement. The app registers the start and end location, mode of transportation and route of each trip with 95% accuracy.
- **Start-stop:** The employee turns the GPS recording on before starting the trip and off again at the final destination.
- **Manual:** The employee enters a trip manually. This is done by entering the start and end addresses. Fynch remembers the last 10 locations, making the input of repeat trips easier.

Did the employee work from home? The employee also records that in the Fynch app.





# Fynch Mobility Configurator – activate your mobility policy

Every company is different and has different mobility policy rules and reimbursements. Therefore, in the Fynch Mobility Configurator, we offer the ability to set specific "rules".

Such as:

- Work-from-home reimbursement rate;
- Level of kilometer reimbursement per form of mobility;
- Minimal distance for reimbursement;
- Maximal distance for reimbursement;
- Commuting distance per employee

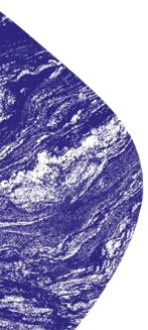
When configured, Fynch automatically calculates the amount of reimbursement per employee. Fynch is happy to help you set up the configurator with the help of best practices.

## The Fynch Declaration Module

At the beginning of each new month employees are given the option to submit their declarations from the previous month. Users receive a reminder for this from Fynch. The employee verifies all their trips and work-from-home days and then clicks on declare in the Fynch app. Fynch ensures that the declarations are processed in the payroll and HR system.

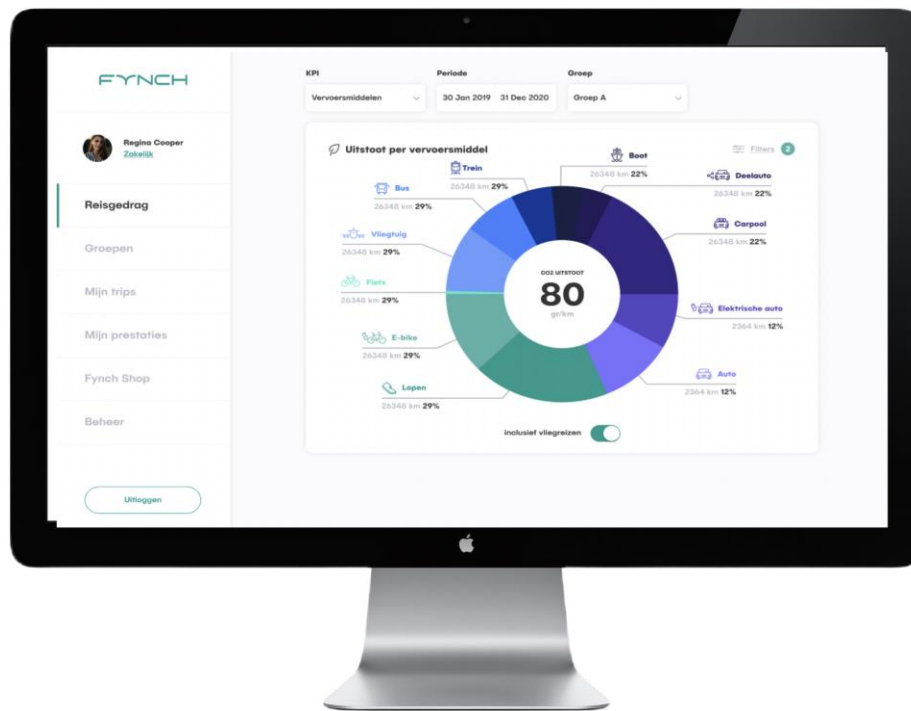
## Fynch Impact Monitor – near time insight into travel behavior and footprint

Fynch provides real-time insight into the structure and development of the organization's mobility-related CO2 emission. This report provides valuable information for the further optimization of your mobility policy. For example, you can immediately see the effect of introducing a bicycle regulation.



The Impact Monitor also provides the employer insight into the mobility split and travel times within and outside rush hour.

With a single push on the button, you get an annual report with all the data necessary for your CO2 mobility report.



## Fynch Behavioral Change Program

Fynch encourages sustainable and active travel behavior by using the scientific behavior change principles of Organizational Behavior Management (OBM) in collaboration with the VU Amsterdam. We do this in a variety of ways:

- Insight into the development of personal CO2 footprint, travel behavior and vitality;
- Differentiated kilometer reimbursements (higher for active & sustainable mobility, such as walking or cycling);
- Fynch Coins, for every bike ride, walking trip, work-from-home day or trip outside rush hour, you receive coins. You can spend these coins on (discounts on) sustainable products;
- Gamification & social rewards, how are you performing against other benchmarks?



# Fynch Mobility Services

With Fynch Mobility Services, Fynch provides employer and employee support for the business use of public transport, shared mobility and bicycles. We provide advice, manage mobility cards and have an expert service desk where employer and employees can go with all their questions about mobility, employer policy and the use of transportation tickets.

We take care of the management of the NS-Business Cards for you. The N-Business Card is free to apply for and can be used without balance (travel on account) in all forms of public and shared transport throughout the Netherlands.

We analyze all transaction data on a monthly basis and test it against the employer's current public transport policy. This proved additional insights into costs, travel behavior and CO2 emissions. Travel expenses that must be withheld from the salary (e.g., private use) are delivered to the payroll administration and changes are shared with HR for the personnel administration. Every six months there is an evaluation of travel behavior and advice is given on, for example, travel products, the mobility policy, findings of the service desk and market developments.

## Clients and Partners

# Interested or have questions? Contact us!

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