

The Green Car Benefit

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Agenda



1

Market Commentary
Perfect timing for scheme



2

Tusker proposition
Employee benefits
Employer benefits
Risk Mitigation



3

User Experience
Tusker Award Winning Tech



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**Exciting Opportunity created
by the Government's focus
on reducing our Carbon
footprints**

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Science & Environment

Ban on new petrol and diesel cars in UK from 2030 under PM's green plan

By Roger Harrabin
BBC environment analyst

4 minutes ago

Climate change



£1.3bn will be invested in electric vehicle charging points as part of the plan

New cars and vans powered wholly by petrol and diesel will not be sold in the UK from 2030, Prime Minister Boris Johnson has said.

But some hybrids would still be allowed, he confirmed.

It is part of what Mr Johnson calls a "green industrial revolution" to tackle climate change and create jobs in industries such as nuclear energy.

Critics of the plan say the £4bn allocated is far too small for the scale of the challenge.

The total amount of new money announced in the package is a 25th of the

UK cities announce clean air zones

30+ by 2023 incl. Bham, Leeds, Newcastle & Manchester



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Low emission charging zones



Many great reasons to go electric (& Go Green)

Better Range

Many EVs with range of
200 to 300+ Miles.
Average UK daily mileage
is just 21 miles

Better Running Costs

Drive 10,000 miles on
electric for under £400!
Free entry to ULEZ &
Congestion zones

Better Choice

35+ New model releases
in 2020
Manufactures globally
are shifting focus to
electric

Better Charging

Rapid chargers can deliver
150 miles range <20 mins
£500m Govt. investment
in UK charging
infrastructure

Better Savings

0%
BiK in 2020
Clarity for 5 Yrs.
+ sustained Govt. Grants

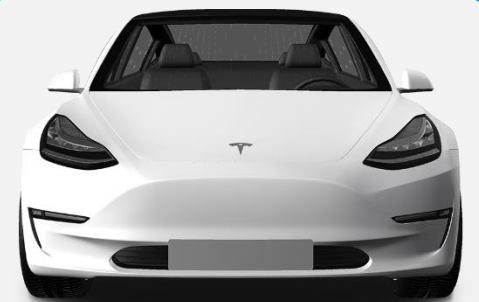
Better Innovation

In 20yrs. fuel efficiency
has barely changed.
The BMW i3 battery has
increased by 87% in 5 yrs.

Better for our Planet

ZERO Emissions means
great green credentials
Supports CSR & UK's
ambition for carbon
neutrality

Better Looking



HMRC BIK rates have reduced on Low emission cars so **Savings have increased!**



16% BiK = £4800

Employee pays Tax on the £4800

20% Tax = £80 monthly

Or

40% Tax = £160 monthly

To April 2020



1% BiK = £300

Employee pays tax on the £300

20% Tax = £5 monthly

Or

40% Tax = £10 monthly

From 2021

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CO2 (g/km)	Electric range (miles)	2019-20 (%)	Taxable % of P11D value		
			2020-21 (%)	2021-22 (%)	2022-25 (%)
0	N/A	16			
1-50	>130	16			
1-50	70-129	16			
1-50	40-69	16			
1-50	30-39	16			
1-50	<30	16			
51-54		19			
55-59		19			
60-64		19			
65-69		19			
70-74		19			
75-79		22			
80-84		22			
85-89		22			
90-94		22			
95-99		23			
100-104		24			
105-109		25			
110-114		26			
115-119		27			
120-124		28			
125-129		29			

The Car Benefit People



Awards & Certification



Tusker is ISO 27001 accredited so you can be sure employee data is in safe hands.

Tusker is also ISO 9001 and ISO 14001 accredited.



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Fantastic Green Credentials

We put the **car** in **Carbon** Neutral as
ALL vehicle emissions are offset



Tusker's Green Project
2014, 2015, 2016,
2017, 2018 & 2019



Carbon
Neutral
PAS 2060



Tusker. Car Benefit Scheme



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Added value for Employees – fuel/charge and go!



Maintenance &
servicing including
all tyres



Breakdown &
Recovery



Annual Road
Fund Licence



Accident
Management



Fully comp
insurance.
Business cover.
Additional Drivers



Annual driver
licence check



Can you spot the **Tusker** difference?



A Tusker car

- ✓ No deposit or credit check
- ✓ Road tax
- ✓ MOT, replacement tyres & servicing
- ✓ Fully comprehensive car insurance
- ✓ Breakdown assistance & accident management
- ✓ Fixed monthly amount
- ✓ Income tax and NI savings available



A lease car

- ✗ Possible cash deposit and credit check needed
- ✗ Pay road tax
- ✗ Pay for MOT, replacement tyres & servicing
- ✗ Sort out your own car insurance
- ✗ Sort out breakdown cover & accident management
- ✗ Loads of paperwork

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Car Salary Sacrifice explained

EMPLOYER

Tusker funds the car and leases it to the employer.
Employee signs a binding back to back agreement taking on the obligations of the arrangement.

EMPLOYEE

Reduces gross salary and saves tax & National Insurance contributions
The car is a taxable benefit so employee pays tax on the benefit in kind

Lowest emissions = highest savings!

Low Emission Vehicles

Employee: NI savings, manufacture discounts & fleet savings (insurance, servicing etc)

Employer: Cost neutral

Carbon
free*

Ultra Low Emission Vehicles

Employee: Tax & NI savings, manufacture discounts & fleet savings (insurance, servicing etc)

Employer: Class 1 NIC savings

Carbon
free*

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* All Tusker cars are carbon free with 100% of tailpipe emissions offset

Example: Salary Sacrifice mechanism for Cars



Non-ULEV
>75g Co2 Emission
Value £11,490

nATIONWIDE £194
vehicle contracts

**No Insurance, No maintenance, No servicing,
No Tyres, No protections**

Net monthly cost £217



ULEV
<75g Co2 Emission
Value £32,010

nATIONWIDE £474
vehicle contracts

**No Insurance, No maintenance, No servicing,
No Tyres, No protections**

Net monthly cost £292

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* Basic rate tax payer.postcode NE66 2QN, 40 yr. male - 48 months – 7.5k miles

All-inclusive Lifestyle Protection

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'Lifestyle' Protection for Employees and Employers

Coverage	Employee Protection		Employer Protection
Resignation	✓	No ET charge after 3 months	The employee is responsible for all Early Termination costs* If the employer is unable to recoup ET charges, Tusker provide full risk mitigation for bad leavers after 3 months**
Redundancy	✓		
Retirement	✓		
TUPE	✓		
Maternity, Paternity, SPL	✓	Protection included	
Long Term Sickness	✓		
<ul style="list-style-type: none">• Loss of Licence (Medical grounds)• Death in Service• Diagnosis of terminal illness• Loss of sight or Loss of limb• Disablement or mental illness	✓	No ET charge at any time	
<ul style="list-style-type: none">• Loss of Licence (driving convictions)• Reduction in working hours• Career Breaks• Dismissal	X	ET charge payable	
Handing car back early	X	ET charge payable	X

Early Termination Charge Calculator		
Months remaining	Number of Payments	
1	1	NO Early Termination charge for resignation or redundancy after 3 months
2-11	2	
12-17	3	
18-23	4	
24-29	5	
30+	6	

* The employer is able to automatically recoup ET charges from final net salary or request payment in full where insufficient funds are available from salary.

** Terms and conditions apply. The employer must demonstrate that they have taken all reasonable measures to recoup money owed from the employee directly.

Savings



Employee Tax & NI savings 2020



Retail Price	£30,610		£29,790		£59,845		£35,970		£43,435	
	Vauxhall Corsa-e		Nissan Leaf		Audi E-Tron		BMW i3		Tesla Model 3	
	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer	20% taxpayer	40% taxpayer
Monthly Gross Salary Sacrifice	£424		£348		£733		£434		£708	
Employee Net Monthly Cost	£288	£246	£237	£202	£498	£425	£295	£252	£481	£411
Tax & NI saving 2020/21 p.a.	£1,632	£2,136	£1,332	£1,752	£2,820	£3,696	£1,668	£2,184	£2,724	£3,564
Employer Savings p.a.	£702		£576		£1,214		£719		£1,172	

Average Employer Class 1 NI Saving: £877 2020/21 Tax Year



New Car
NO
DEPOSITS



Maintenance



Annual Servicing



Tyres



Fully Comprehensive
Business Insurance



RAC incl.
Homestart



VED



Driver Support



24 Hr Accident
management



Lifestyle
Protections

Please note – savings will vary based on driver profile (i.e. age, address, driving history and scheme set up (40 year old driver, High Wycombe Postcode in examples)). Example pricing based on 4 years 10,000 miles per annum. *BIK will increase in 2021 on EVs, reducing savings by a small amount – example is for illustrative purposes only)

Projected Employer Class 1 NI savings over following 3 years



	Kia e-Soul	Nissan Leaf	VW e-Golf	BMW i3	Tesla Model 3
NI saving 2020-21	£659	£728	£773	£750	£995
NI saving 2021-22	£608	£685	£726	£701	£936
NI saving 2022-23	£557	£641	£679	£652	£878
Average	£608	£685	£726	£701	£936

Average National Insurance saving : £731 per year

Please note – savings will vary based on driver profile (i.e. age, address, driving history) and scheme set up



Potential Employer Class 1 NI savings based on engagement

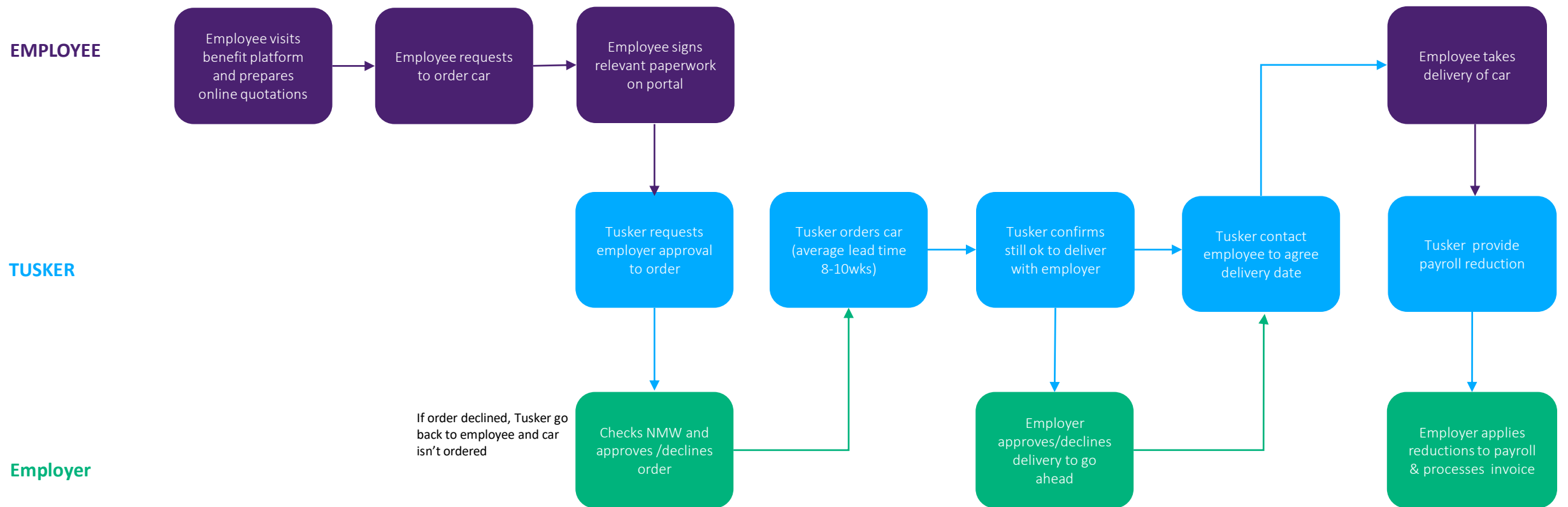
5 cars per year	Number of Cars	Cumulative Savings	10 Cars per year	20 Cars per year
Year 1	5	£3,655	£7,310	£14,620
Year 2	5	£7,310	£14,620	£29,240
Year 3	5	£10,965	£21,930	£43,860
Sub Total	15	£21,930	£43,860	£87,720
Total savings generated from orders placed in the first 3 years after full vehicle lease term		£32,895	£65,790	£131,580

Assumptions:

- Average annual saving per employee: £731
- Total savings are based on the savings generated by each car over their full term
- Assumes 3 year term for each driver (4 years is becoming more common)
- Please note - c65% of Tusker drivers are currently renewing generating further savings for employers beyond the first order.



Salary sacrifice car process



Marketing and communications



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Events & Roadshows / Virtual Roadshows





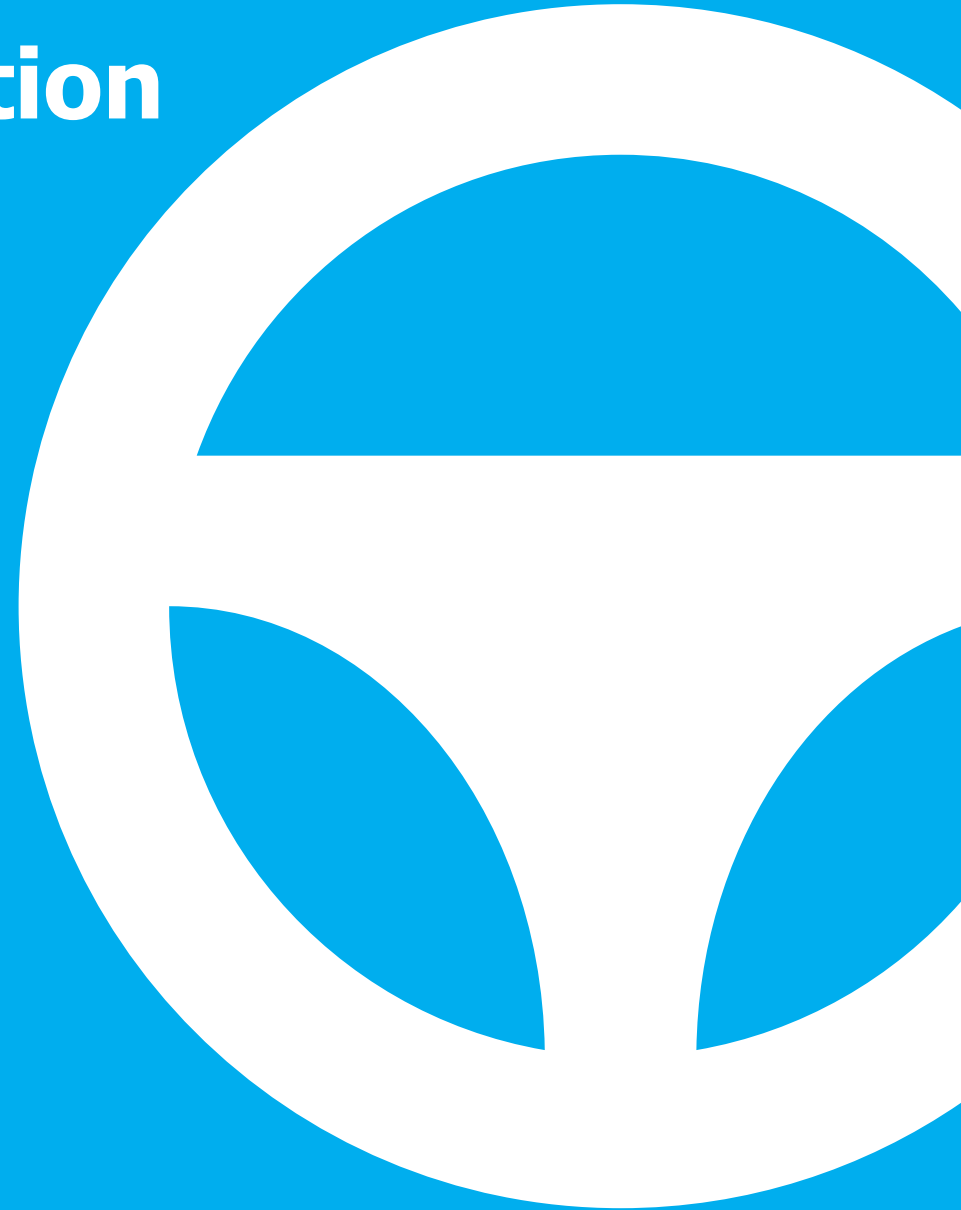
Employer Benefits



Fully managed cost free solution

- HMRC Compliant implementation
- Payroll reporting
- Dedicated marketing support
- Ongoing proactive scheme management

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Employer Benefits

- Supports CSR & Duty of Care:
 - Full carbon offsetting & Co2 Caps
 - Licence checking & business insurance as standard
 - Newer, greener, safer, more reliable cars
- Aligned with market shift – electric revolution!
- Full Manufacture discounts & fleet savings
- Employee and Employer Savings
- Engage, Attract & Reward - Highly tangible benefit
- Employee Financial Wellbeing
- Risk removal



Employee and driver support – the real difference



Driver team accessed through dedicated support line, email inbox and live chat



Additional support for employees through our engagement team to guide and help employees through the decision making and order process



Employees can fully manage their account from mobile or by logging in to their driver homepage



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