



VAPAUS

BENEFIT BIKES

EMPLOYEE GUIDE



WELCOME TO VAPAUS

A COMPREHENSIVE GUIDE ABOUT THE VAPAUS BIKE BENEFIT

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HELLO THERE!

You can't believe how happy we are to see you!

Welcome to the exciting world of benefit bikes! Whether you're already a bike benefit wizard or if you have no idea what we're rambling about, this is the guide for you!

Bikes are our passion, that's why we made you this: the most comprehensive and clear employee guide to benefit bikes on the internet!

At Vapaus we've provided bike benefits to literally hundreds of companies, so it's safe to say we've learned a thing or two along the way. Also, 96% of our users recommend our service! Not to brag, but it seems like we know what we're doing 🙌

Let us guide you step-by-step through the most important things to know about benefit bikes: we'll tell you everything you need to know and a little more! Hopefully, this guide will answer all your questions and help you decide

if a bike benefit is right for you.

If not - send us an angry email 😡


Make a good move!

-Team Vapaus



WHY SHOULD YOU GET A BENEFIT BIKE?

CYCLING ROLLS!

We're big fans of cycling ourselves & we think it is the means of transportation of the future. Whether cycling is already a big part of your life or you want to get started, there's no better time than now 

IT'S CHEAPER

There are many reasons to get a bike, however, when considering a bike as a work benefit this is the reason that stands out the most. Since January 2021 a bike benefit is tax free up to €1200 /year, that is €100 /month. Because of this tax incentive you save 20 - 40% when acquiring a bike this way.

WITHOUT AFFECTING YOUR PENSION

Even though the bike benefit is tax free, and can be applied so that it lowers your taxable income, it does not affect your pension.

STAY CLIMATE-POSITIVE

We overcompensate the life cycle emissions of each and every benefit bike set up through our service, making sure our impact on the environment is always positive.

WHAT KIND OF BIKE CAN YOU GET?

E-BIKES UP TO 25 KM/H AND 250W

This covers the majority of e-bikes, including cargo bikes. The benefit excludes bikes with assistance over 25 km/h and 250W of motor power.

ANY NORMAL BIKE

The benefit applies for all traditionally powered bikes, including handcycles and recumbent bicycles. The benefit also applies to kickbikes.

The usual value of the bike benefit is about 100€/month, which is the tax-free amount available to all employees in Finland. Depending on your employer's plan and your chosen contract parameters, this can mean a total contract value of up to 3.000-6.000€, including all accessories & options. Most employers also allow you to make a larger first leasing payment (down payment) so that the contract value stays within the authorised limits.



WHERE CAN I GET A BIKE?

Vapaus has a wide reliable partner network, from where over 200 different bike brands are available. Get to know our partners >>

There are several ways to get a bike, and the most common ways are listed below:

1. From the local partner shop
2. From the local partner's webshop
3. From an international online store
4. From Canyon's online store
5. From [Vapaus' own webshop](#) where you find new bikes or Precycled circular economy bikes

ACCESSORIES

Tax-free accessories are defined and regularly updated by the government. We recommend that you always check the latest list of allowed accessories before placing your order to avoid any bad surprises.

ALLOWED

- Bell
- Bike lamps
- Bike stand
- Cycling helmet
- Fenders / Mudguards
- Lock
- Pedals
- Winter tires / Studded tires

NOT ALLOWED

- Bike trailers
- Cycling clothing
- Secondary rims
- Trip computers
- Watt measurement devices

For each bike benefit package, you're entitled to one unit of each allowed accessory to add into the tax-free contract value.

OUR VAPPAUS INSURANCE

Every Vappaus benefit bike is fully insured without extra cost.

The insurance covers theft, vandalism and accidents. It also applies if a family member is using the bike at the time of the damage. There are no geographical restrictions to the insurance, so you can bring your bike on vacation care free!

You can use **any lock of your choice** and you will be provided a loaner bike if replacing or repairing your bike takes more than three weeks.

The insurance deductible is €240. Vappaus handles all compensation applications on your behalf in case of an incident, all you have to do is file a police report if necessary.

→ **COVERS THEFT**

→ **COVERS VANDALISM**

→ **COVERS ACCIDENTS**

→ **REPLACEMENT BIKE**

= **0 worry**



MAINTENANCE

Maintaining your Vapaus bike well is the key to having a long-lasting quality bike: whether you want to redeem the bike at the end of the contract or return it to us, it is important to take good care of it.

You can choose to include a maintenance budget in your total contract value, which means that it will be tax-free, just like the bike and accessories you have chosen. Our maintenance budget options cover the usual maintenance needs and are the simplest and most affordable way to take care of your bike. Your Vapaus maintenance budget can be used in most of our partner stores for the whole duration of your lease. Just make sure you use it all up before the contract ends!

The maintenance budget does not have to be included in the contract. If you want, you can service the bike with your own money, in which case you will not get a tax benefit for the maintenance work. You can also maintain your bike yourself 💪

Additionally to our standard maintenance budget options, some of our partners offer some other services such as bike fitting or assembly, which you can purchase at the time of order. We trust our partners to offer always the best service, so feel free to reach out to them to take the best care of your bike.



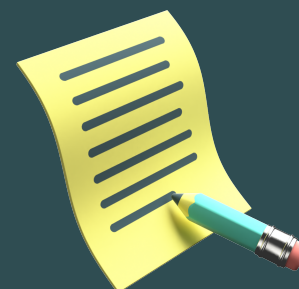
CONTRACT AMENDMENTS

Committing to a leasing contract of several years, especially through your employer, can feel a little risky. What if my situation changes? With Vapaus, there's always an easy way out.

TRANSFERRING YOUR CONTRACT

At any point, you can decide to transfer your contract

- To one your colleagues
- To your new employer, if they accept to receive it



Transferring your contract is usually the most affordable way of amending it. Depending on your employer's Vapaus plan, we will charge 0-50€ for a transfer within Vapaus, and 50-100€ for a transfer to or from an external provider.

CANCELLING YOUR CONTRACT

If your employer offers cancellation coverage (included in all Plans starting in May 2023, check your employer's plan to confirm) or if you have purchased it as an option, you'll be able to completely cancel your Vapaus contract and return your bike to us. We will then make it anew for its next life!

Returning your bike costs between 260-340€ depending on your employer's plan, plus possible shipping costs.

Even if you don't have the cancellation option, you'll always be able to cancel your contract early by redeeming the bike. We will calculate its current value based on what you have already paid and send you a deed of sale, making you the new owner of the bike.

COSTS AND SAVINGS

The story of an example employee:

The employer of Pirkka Biker, who works in the IT sector, has just launched the Vapaus bike benefit for its employees.

Pirkka has been considering getting a new bike for some time, and now a great opportunity presented itself. He has a gravel bike in his sights, on which he likes to pedal to work a couple of times a week and go for leisure runs when the family life with children allows it.

Pirka's monthly salary before taxes is €3,600 and the tax rate is 21%.

The bike Pirkka chose costs €2,600. In addition to this, he wants to buy a new helmet, pedals, fenders and a bike lock at the same time. With these accessories, the total price of the bike package will be €3,000.

The employer offers a bike benefit as part of the salary, and the length of Pirkka's leasing contract is determined by the tax value of €100/month. The monthly upper limit of the taxable value is due to the fact that the tax exemption for a benefit bike is a maximum of €1,200 per year.

With the total price of €3,000, the length of the contract period for Pirkka's benefit bike will be 40 months at Vapaus. After the leasing period, Pirkka can redeem the bike for himself with an interesting 1% residual value.

After accepting the terms of the service and the contract (and handing over the bike), €100 per month (tax value of the bike) will be deducted from Pirkka's gross salary for the next 40 months. Pirkka's taxable income is therefore reduced as follows: $3,600 - 100 = €3,500$.

Since Pirkka's taxable monthly salary will decrease, he can order a new tax card with a lower tax rate and he will pay less taxes in the future. In this case, the tax-free bike benefit means a decrease of approx. 0.6% unit in the tax rate for Pirkka. It means that in previous months, Pirkka spent approx. €756 in taxes from his gross salary, but after the bike benefit, he pays €42 less in taxes than before the benefit, i.e. approx. €714/month. This means that Pirkka's disposable (net) income will decrease by approx. €58/month instead of €100.

The calculated cost of the benefit bike for the 40-month contract period is thus $40 * 58€ = 2,320€$.

The original purchase price of the bike package was €3,000, so when Pirkka decides to redeem the bike at the end of the contract period with a 1% residual value, he will ultimately save $€3,000 - €2,320 - €30 = €650$. This corresponds to approx. 21.67% of the value of the bike package.

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Does the taxation and savings of the bike benefit start to make sense? Let's look at the numbers of the example calculations in one table:

The cost and savings of Pirkka Biker's benefit bike (Disclaimer: The calculation is estimated and is based on the Vapaus' Pro plan)

Example calculation of Pirkka's savings

The price of the bike package	€3,000
The monthly payment of the package	€100
The length of the lease	40 months
Gross salary	€3,600
Tax rate	21%
The amount of tax paid is	€756
Net salary	€2,844
Effect of interest on the tax rate	∞ 0.6%
New gross salary	€3,500
New tax rate	20.4%
The new amount of tax to be paid	€714
Effect of the benefit on salary	– €58
The total cost of the bike package	€2,320
The redemption price of the bike (1%)	€30
Est. total savings	€650 (∞ 21.67%)

Kindly note that the calculation is an estimate and is based on the Pro plan. Your personal salary and tax rate affect the amount of savings. The most common normal range of savings is 15-35%

WHY CHOOSE VAPAUS?

96%

96% of Vapaus benefit bike users would recommend us to their colleagues.



BEST VALUE

With a 1% residual ratio, tax-free contract values up to 4.400€ and flexible monthly payments, Vapaus offers the best benefit contract value for all types of cyclists.

MOST SUSTAINABLE

We take care of all our bikes to give them the longest lifespan possible. And because that's not enough, we also over-compensate all associated emissions.

ATTRACTIVE COSTS

Employer fees start from 0€ and go up as more value is needed. Our prices are transparent and fit all wallets.

ALL-ROUND INSURANCE

Vapaus offers the most employee-friendly insurance with the widest coverage. We handle the compensation applications for you.

FLEXIBLE CONTRACTS

It's always safe to commit to a leasing contract with Vapaus: you can cancel your contract at any time or transfer as needed.

+200 STORES

An almost unlimited selection of bikes available from both physical stores and online.

FULLY DIGITAL

We pride ourselves in offering the best digital experience on the market: we're always developing our platform to ease your processes and make choosing a bike the only tough time.

TURNKEY SOLUTION

Initialising the service could not be easier: launching the benefit is quick and does not consume your time. We handle everything!

92%

of Vapaus users say they cycle more after gaining the benefit.

3.200€

is the average price of a Vapaus benefit bike.

“Working with Vapaus has been a pleasure from start to finish. While the whole process is still in its early steps, I could not be more happy. In the beginning, I got help choosing a bike, quick answers to questions and the product is just what I wanted – even though I didn’t even go for a test drive. **I recommend Vapaus without a doubt!**”

KIMMO LAINE
BIKE COMMUTER
HELTTI

60%

of Vapaus users choose an e-bike.

“The bike has been super, I use it every day. By far **the best work benefit that a company can offer its employees**. Now during the pandemic, the value has risen beyond imagination”

MARI MYLLYNEN
BIKE COMMUTER MTV
OY

56%

of Vapaus users say they didn't cycle much before the benefit.

73%

of Vapaus users say they wouldn't have gotten a bike without the benefit.

42%

of Vapaus users say they drive less after getting a benefit bike.

“**I went to the Mountain Bike Shop and got the bike with me straight away.** All the information was entered into the Vapaus Web App onsite.”

PASI RUPPONEN
BIKE COMMUTER
NITOR

“My co-worker helped me find the bike I wanted from Pyörä-Suvala Oy, a bike shop in Oulu. Two days later the bike was delivered to me in Kokkola. **Very good service from both the bike shop and Vapaus.** Thank you :)”

MIRVA HAUTALA
BIKE COMMUTER
SIEVI GROUP

**MAKE
A GOOD
MOVE.**



VAPAUS