



SUSTAINABILITY REPORT

FY 2024 -25

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Environmental, Social and Governance (“ESG”) Executive Summary

Environment



34,292.43 tCO₂e

Total emissions (Scope 1+2+3)

24.2 MWh

of solar electricity consumed in operations

17.5 tCO₂e

Emission savings from renewable energy consumption

1,215 kg

of food waste responsibly managed, recycling initiatives underway.

42,773,965

Green Kilometers (EV) completed through our mobility solutions

233,277 tonnes of CO₂

Emissions avoided through shared commuting programs

Social



1112

Full-time employees

20.3%

Women in workforce

534

New hires in FY 2024-25

100% coverage

Training on POSH

Zero

Workplace injuries

No

Child labor / forced labor risk flagged

Governance



80%

Fleet partners onboarded on ESG code

Zero

Substantiated data breaches

38.3%

Monthly employee security training

GDPR

SOC 2 Type II

ISO 27001/27701

Compliance & audits

Message from the CEO

Dear stakeholders,

It is my pleasure to present MoveInSync's Sustainability Report for FY 2024–25. Over the last year, we have continued to scale our mission of making commutes safer, more reliable, and more sustainable; powering enterprise commutes for 400+ customers and hundreds of thousands of daily users across our platform. Our teams manage millions of trips with precision every month, and this scale enables us to positively impact emissions reduction, employee safety, and the overall commuting experience.

Building on the foundational work we shared in our previous report, this year we focused on strengthening our measurement systems and translating data into action. We deepened our understanding of carbon impacts across our operations, advanced initiatives to improve driver well-being, and enhanced our employee development and inclusion practices. These steps have given us a stronger platform to embed sustainability into everything we do.

In the FY 2025–26, our priority is to accelerate progress. We are working closely with partners and customers to enable a transition towards cleaner, low-carbon commuting options. At the same time, we are scaling health, safety, and wellness programs for drivers and employees, and strengthening governance and data privacy practices to build greater trust with our stakeholders.

None of this would be possible without our people, partners, driver-partners, and customers. Your trust and collaboration inspire us to keep innovating and to contribute meaningfully to cities and communities. Together, we are shaping the future of sustainable employee transportation.



Deepesh Agarwal
Co-founder & Chief Executive Officer
MoveInSync

“

**Merging reliability,
safety, and
sustainability
with effortless
employee commute**

ABOUT MoveInSync

Founded in 2009, MoveInSync is India's leading employee commute and transportation management platform, designed to simplify the way organizations and their employees manage daily travel. By combining technology, automation, and data-driven insights, we bring order, safety, and efficiency to corporate mobility.

With operations across major Indian cities and a growing global footprint, MoveInSync serves over 400 enterprises worldwide and facilitates hundreds of thousands of daily trips for employees. Our platform integrates scheduling, routing, compliance, and safety monitoring into one seamless solution, ensuring that every commute is reliable, secure, and efficient.



Our Mission

To create safer, smarter, and more sustainable commuting experiences that empower organizations and improve employees' daily lives. By combining technology, data, and human-centered design, we enable seamless, eco-friendly, and reliable mobility that enhances productivity, well-being, and organizational impact.

Our Reach & Impact


400+

Global enterprises served


150k+

Daily trips managed seamlessly


Network

Presence across India's major corporate hubs with expanding international operations


Impact

Creating positive impact through safety-first commuting, lower emissions, and enhanced employee experience



ABOUT THE REPORT

Scope and Reporting Frameworks

MoveInSync is proud to present its second Sustainability Report, showcasing our journey of innovation, responsibility, and impact for the reporting period **April 1, 2024 to March 31, 2025 (FY 2024-25)**. The report presents the Company's environmental, social, and governance (ESG) performance, highlights progress made against material topics, and outlines our future priorities.

The scope of this report includes all of MoveInSync's business operations and activities across India, along with select global operations where applicable. Information is derived from internal records, management systems, employee programs, customer engagements, and stakeholder consultations. Some figures may be rounded for clarity.

In preparing this report, we have aligned our disclosures with globally recognized sustainability frameworks, including:



This approach reflects our commitment to transparency, accountability, and comparability with international benchmarks. A detailed mapping of our performance disclosures to the GRI Standards, SASB Standards, and UN SDGs is included in the **Appendix** of this report.

RESPONSIBLE, CONNECTED, AND FUTURE-READY MOBILITY

At MoveInSync, sustainability is not just about minimizing impact — it is about building a mobility ecosystem that is responsible, inclusive, and future-ready. Guided by our material topics, we are aligning our efforts with the UNSDGs to contribute meaningfully to global priorities.



These three pillars form the essence of our ESG foundation and enable us to create long-term value for all stakeholders:



RESPONSIBLE

We are deeply committed to reducing our environmental footprint by continuously enhancing energy efficiency, adopting sustainable waste management practices, and pioneering clean mobility innovations. Through these initiatives, we aim to contribute meaningfully to a greener, healthier, and more sustainable planet for current and future generations.



CONNECTED

We actively engage with employees, customers, and partners to create safer workplaces, foster inclusive and empowered communities, and strengthen relationships that drive positive social outcomes. By nurturing collaboration and trust, we ensure our impact extends beyond business and benefits society at large.



FUTURE-READY

Our comprehensive governance framework ensures ethical, transparent, and secure operations while promoting innovation and forward-thinking solutions. We focus on shaping the future of mobility by building systems and practices that are resilient, sustainable, and aligned with the evolving needs of people and the planet.



STAKEHOLDER ENGAGEMENT

At MoveInSync, our people and leadership are at the core of how we shape our sustainability agenda. By engaging both employees and the Board, we ensure that decisions are informed by diverse perspectives, grounded in transparency, and aligned with long-term priorities.

Employees and Teams

We engage through open communication, town halls, training initiatives, and continuous feedback. This helps us strengthen well-being, embed diversity and inclusion, and create opportunities for career growth.

Board and Leadership

Our Board is regularly engaged through structured reviews, disclosures, and governance dialogues. Their oversight ensures accountability, effective risk management, and alignment of ESG practices with strategic business goals.



Materiality Focus

As part of our stakeholder engagement approach, we also re-evaluated key ESG topics during FY 2024-25 to ensure alignment with stakeholder expectations and emerging global benchmarks. This exercise helped us validate **15 material topics** across environmental, social, and governance pillars.

Our approach to materiality review involved:



Assessing

Updating the list of topics with insights from senior management and stakeholder inputs.



Validating

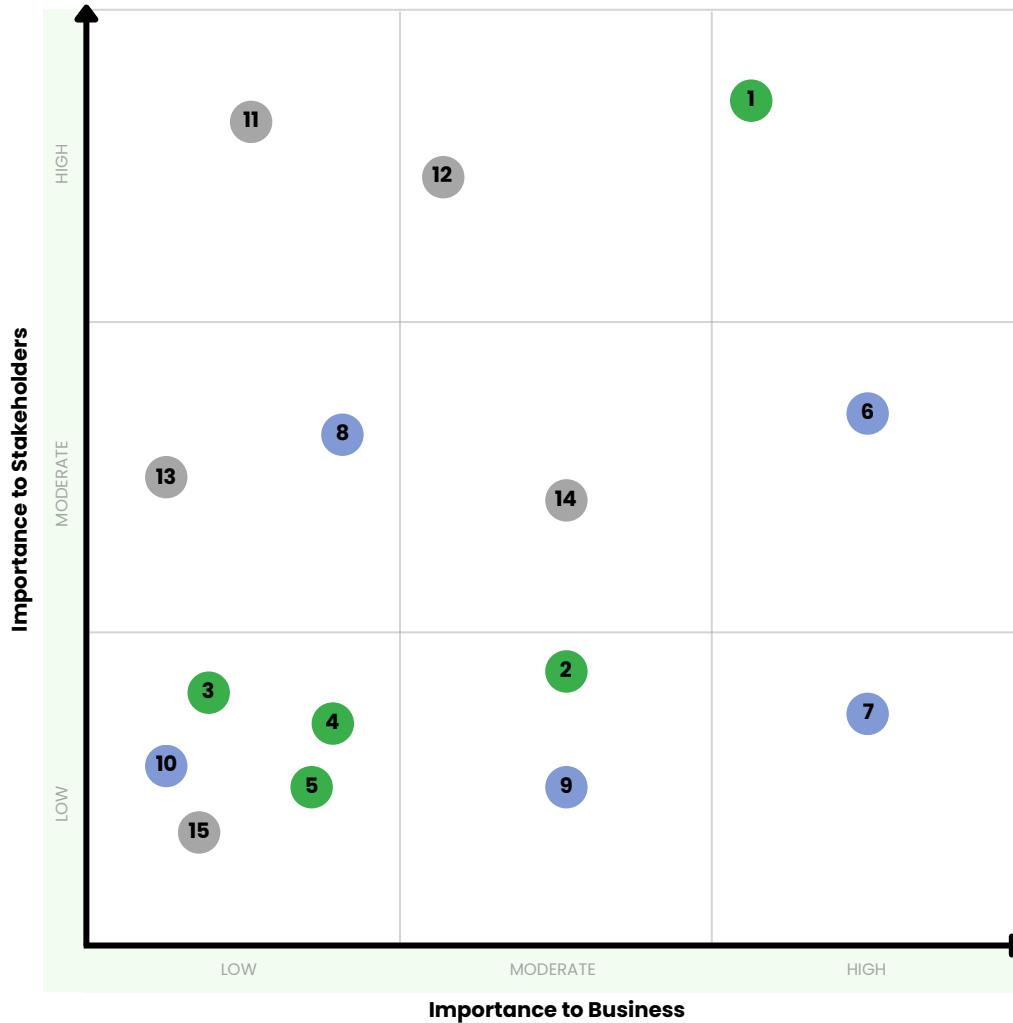
Mapping the finalized topics to our materiality matrix and reporting framework.



Integrating

Embedding the topics into our sustainability roadmap and using them to guide ESG action plans.

KEY TOPICS MATRIX



Environment

- 1 Emissions (GHG and Non-GHG) and Climate Strategy
- 2 Cleantech and Innovation
- 3 Waste Management
- 4 Environmental Impact
- 5 Water Management



Social

- 6 Customer Relations
- 7 Human Rights and Labor Standards
- 8 Employee Development, DEI, Well-being, and Retention
- 9 Occupational Health and Safety
- Community
- 10 Engagement / CSR Activities



Governance

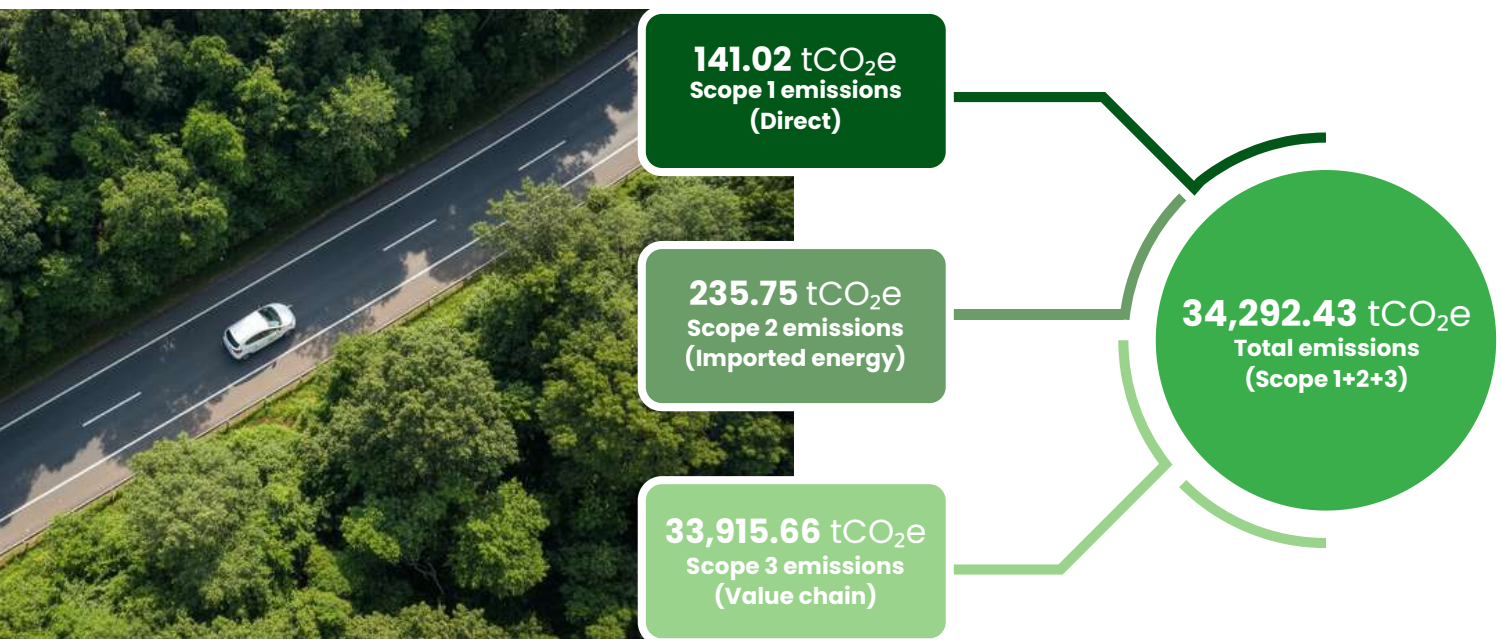
- 11 Information Security, Data Protection and Privacy
- 12 Business Ethics and Corporate Governance
- 13 Transparency and Reporting
- 14 Supply Chain Management
- 15 Product Stewardship

ENVIRONMENT

At MoveInSync, our environmental commitment is anchored in reducing emissions, conserving resources, and leveraging innovation to promote sustainable mobility. Guided by our [CSR & ESG Policy](#), we are committed to promoting energy efficiency, transitioning toward renewable energy, minimizing waste, and conserving water across our operations. By embedding these climate-conscious practices and supporting innovation in commute solutions, we are taking measurable steps to reduce our footprint and contribute to a cleaner future. Our approach is also informed by globally recognized standards and benchmarks, including ISO 14001 certification for environmental management and participation in disclosure initiatives such as CDP. This reinforces our commitment to transparency, accountability, and continuous improvement.

1. Emissions (GHG and Non-GHG) and Climate Strategy

Managing carbon emissions remains central to our sustainability journey. Building on our previous year's ISO 14064-1 verified GHG inventory, we expanded our measurement approach in FY 2024–25 to include Scope 1, 2, and 3 emissions. This comprehensive assessment allows us to identify key hotspots, particularly in our value chain, and supports our long-term ambition to set science-based targets. To further reduce our Scope 2 footprint, we have also initiated the process of purchasing Renewable Energy Certificates (RECs), reinforcing our transition toward renewable energy solutions.



17.5 tCO₂e Emission savings from renewable energy consumption	42,773,965 Green Kilometers (EV) completed through our mobility solutions	233,277 tonnes of CO₂ emissions avoided through shared commuting programs	24.2 MWh Solar electricity consumed in operations
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2. Cleantech and Innovation

Innovation is at the heart of MoveInSync’s approach to reducing environmental impact. Our AI-driven routing and shared mobility solutions reduce single-occupancy rides, thereby lowering emissions per passenger. By partnering with clients to enable green commute programs, we contribute directly to their sustainability goals.



Smart routing algorithms enabled higher vehicle occupancy, reducing per-employee commute emissions.



Pilots initiated for clean mobility technologies and electrification in select fleet operations.



Continued innovation in digital solutions, reducing reliance on paper and manual processes.



3. Waste Management

We recognize that responsible waste management is integral to minimizing environmental impact. Through active monitoring and awareness, we aim to reduce food waste, encourage recycling, and ensure the responsible disposal of waste generated within our operations. These efforts are supported by employee engagement initiatives that foster a culture of accountability and sustainability.

1,215 kg

Food waste generated



Recycling, segregation, and responsible disposal practices initiated at select facilities.



Awareness campaigns conducted to promote waste minimization among employees.

4. Environmental Impact

Beyond emissions and waste, our environmental responsibility extends to community-focused initiatives and everyday operational practices. Clean-up campaigns and sustainable commute initiatives contribute to environmental awareness and resource conservation. We remain committed to minimizing our ecological footprint through mindful resource use and responsible business operations.

Our approach emphasizes long-term sustainability, environmental stewardship, and continuous improvement across all functions. We also recognize the importance of protecting biodiversity, forests, and local ecosystems, and ensure that our operations do not cause significant harm to the natural environment.



Employee-led environmental volunteering programs piloted.



Shared commute solutions continued to reduce individual carbon footprints of employees.

5. Water Management

While MoveInSync's direct operations are not water-intensive, we remain committed to monitoring and reducing our water footprint. Awareness initiatives promote responsible consumption among employees, while community efforts extend our impact beyond office walls.

4,278 kL

Total water consumption

106 kL

Drinking water

4,170 kL

Kitchen and sanitation



Internal communication encouraged responsible water use.

SOCIAL

At MoveInSync, people remain at the heart of our mission to create a safe, inclusive, and sustainable mobility ecosystem. Our social focus emphasizes employee well-being, customer trust, human rights, and community impact. By investing in people and partnerships, we strengthen the foundations of our long-term success.

1. Customer Relations

Trust is the cornerstone of our customer relationships. We work closely with client organizations to understand their evolving needs, refine our offerings, and ensure safety and efficiency in every commute. This ongoing collaboration also supports customers in achieving their own sustainability objectives by enabling shared rides and lowering environmental impact.



Continuous engagement with clients through regular feedback and service reviews.



Focus on strengthening customer experience.

2. Human Rights and Labor Standards

Human rights are not just a compliance requirement for MoveInSync; they are integral to how we do business. We embed respect for human rights across our operations and supply chain, ensuring fairness, dignity, and equality in every aspect of our work. Our policies and awareness programs reinforce a safe and inclusive workplace culture, with 100% coverage of Prevention of Sexual Harassment (POSH) training, including all managers. This ensures that our workforce and leadership understand their responsibilities in maintaining a respectful, discrimination-free environment.

We also maintain stringent oversight to prevent child labor, forced labor, or any unethical employment practices across our operations and value chain. Grievance mechanisms are in place to ensure that employees and partners can raise concerns safely and confidentially.



No

Child labor / forced labor risk flagged



Zero

Reported incidents of discrimination or human-rights breaches



100% coverage

Training on POSH

3. Employee Development, DEI, Well-being, and Retention

Our people are the foundation of our innovation and success. We actively foster diversity, equity, and inclusion (DEI) by building a workplace where every individual feels respected and empowered to grow. While women currently represent 20.3% of our workforce, including leadership roles, we aim to increase representation across functions.

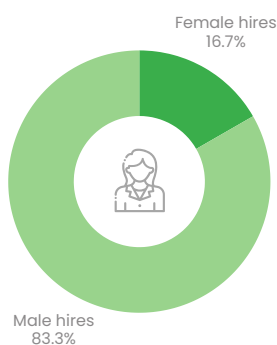
We also recognize that career development is critical to employee engagement. Investing in skill-building, role-specific training, and future-ready capabilities allows our employees to adapt to evolving technologies. While formal training programs and performance reviews are still being scaled, a structured framework for employee development and evaluation is being designed for implementation in the coming year.

1,112

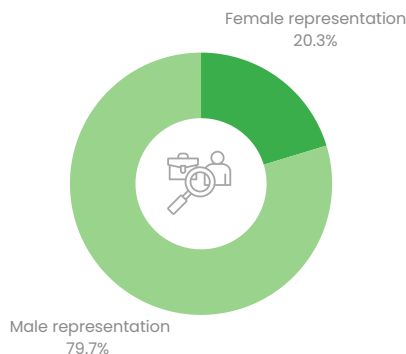
Total full-time employees

534

Total newly hired employees


16.7%

Female hires


20.3%

Female representation in workforce


100%

Employees receiving performance reviews

4. Occupational Health and Safety

Safety is central to the trust we build with our workforce, drivers, and clients. Beyond maintaining an injury-free workplace, we expanded our focus to preventive measures and wellness. During the year, we organized driver safety trainings, health check-up camps, and wellness initiatives across select cities. These programs provided medical assessments, dental and vision screenings, and reinforced a culture of safety.



Zero

Workplace injuries reported



Driver Wellness

Driver wellness and safety camps launched in pilot cities; scale-up planned for FY 2025-26

5. Community Engagement / CSR Activities

At MoveInSync, community engagement reflects our belief in collective responsibility and compassion. In FY 2024-25, we launched the "Season of Giving" initiative to spread warmth and kindness beyond the workplace. From December 9th to 18th, employees across our offices came together to donate good-condition clothes, books, and stationery to support local communities in need. Collection drives were organized at designated points across our Bangalore offices, and donations were thoughtfully distributed to nearby NGOs. Teams outside Bangalore were also encouraged to extend the initiative within their own cities, fostering a shared spirit of generosity and social impact across MoveInSync.



"Season of Giving" donation drive organized across offices.



Employee participation encouraged community-wide contribution and inclusivity.

GOVERNANCE

Strong governance practices form the foundation of MoveInSync’s sustainable growth. Our commitment to ethical conduct, transparency, and responsible innovation ensures that we continue to earn the trust of our stakeholders while building resilient systems for the future. In FY 2024-25, we strengthened our governance framework across five critical themes: information security, ethics and compliance, reporting transparency, supply chain management, and product stewardship.

1. Information Security, Data Protection, and Privacy

As our operations become increasingly digital, safeguarding data is critical. We maintain a multi-layered security framework that includes multi-factor authentication (MFA), web application firewalls (WAF), and continuous system updates. Employees are regularly trained on privacy and cybersecurity, reinforcing a culture of awareness and vigilance.

To ensure the highest standards of accountability, our systems and processes undergo regular internal and external audits, benchmarked against leading global standards such as GDPR, SOC 2 Type II, and ISO 27001/27701. These independent assessments validate our approach, strengthen resilience, and help us continuously improve our data protection practices.

Zero

Data breaches involving customer PII

Zero

Substantiated data-security breaches



GDPR, SOC 2 Type II, ISO 27001/27701

Internal and external audits conducted

38.3% average monthly coverage

Employees trained on cybersecurity & data protection

2. Business Ethics and Corporate Governance

We operate with integrity, guided by our Code of Conduct and supported by robust policies on anti-harassment, whistleblowing, anti-corruption, and anti-bribery. The **Anti-Bribery Policy**, in place since the company's inception, underscores our zero-tolerance approach to bribery, facilitation payments, and unethical business conduct. Regular internal and external audits further strengthen accountability, transparency, and ethical governance across all operations.

In FY 2024-25, our Board comprised five members. While this reflects our current stage of growth, we recognize the importance of diverse perspectives in governance. Enhancing gender and local representation on the Board is a priority area as we continue to mature our governance practices.



**Board size:
5 members**



**Anti-corruption
training coverage**

3. Transparency and Reporting

Transparent disclosures reflect our dedication to accountability. By aligning with GRI, SASB, and UN SDGs frameworks, we provide stakeholders with consistent and comparable sustainability data. Independent audits and assurance processes further enhance the credibility of our reporting.



Sustainability reporting aligned with global frameworks such as GRI, SASB, and UN SDGs.



Regular disclosures reinforced accountability and trust with stakeholders.

4. Supply Chain Management

Sustainability at MoveInSync extends across our value chain. Vendors are onboarded using an ESG checklist and are encouraged to adopt responsible procurement and operational practices. During FY 2024–25, we continued strengthening collaboration with our fleet partners and suppliers to drive alignment on environmental and social standards.



Fleet vendors signed Supplier Code of Conduct

5. Product Stewardship

Our responsibility extends to ensuring that MoveInSync's commute solutions are safe, efficient, and sustainable. By leveraging AI-powered routing and promoting shared mobility, we not only enhance commuter experience but also reduce environmental impact. Continuous product monitoring ensures the highest standards of reliability.



Shared mobility solutions contributed to reduced emissions and congestion.



AI-driven routing enhanced efficiency and commuter experience.



WAY FORWARD: FOCUS AREAS FOR 2025 –26

As we look ahead, MoveInSync will continue to embed sustainability at the core of our commitments and operations. Building on the progress of FY 2024–25, our focus will be on strengthening our climate commitments by setting near-term science-based targets, expanding the use of EVs, and leveraging innovation to reduce Scope 3 emissions. We are also advancing our energy transition journey by purchasing Renewable Energy Certificates (RECs) and exploring opportunities to source more renewable energy across our offices and operations. At the same time, we remain committed to enhancing employee well-being through structured training, career development, and broader DEI representation, while extending wellness initiatives for drivers. Our community engagement will grow through programs in education, environment, and health, supported by deeper partnerships with local organizations. On governance, we will prioritize greater board diversity, stronger anti-corruption and ethics training, and expanded supplier ESG assessments. Finally, we will scale adoption of our ESG Dashboard to support clients in tracking and reducing their commuting-related emissions. Together with our stakeholders, we remain determined to build a mobility ecosystem that is safer, greener, and more inclusive.



APPENDICES

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TOPIC	METRIC	CODE	Page Number/Section
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	TC-SI-130a.1	10
Environmental Footprint of Hardware Infrastructure	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	12
Environmental Footprint of Hardware Infrastructure	Discussion of the integration of environmental considerations into strategic planning for data centre needs	TC-SI-130a.3	10, 11, 12
Data Privacy & Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	TC-SI-220a.1	16
Data Privacy & Freedom of Expression	Number of users whose information is used for secondary purposes	TC-SI-220a.2	NIL
Data Privacy & Freedom of Expression	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	NIL
Data Privacy & Freedom of Expression	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	NIL
Data Privacy & Freedom of Expression	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	India only
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	TC-SI-230a.1	16
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