

CII National Award

Environmental Best Practices -2026

ibssoftware

IBS Software - today

29+
years of travel industry domain experience

5000*
employees globally

190+
customers across the globe

naviq
Subsidiary company

Apax Partners
portfolio company

Our Products & platforms

- Airline Retailing
- Airline Passenger Services
- Airline Operations
- Loyalty Management
- Cargo & Logistics
- Hospitality Management
- Tour & Cruise Solutions

Our Global Footprint

17
Global Offices



DRIVING INCLUSIVE GREEN MOBILITY

EV-Based Employee Transportation & Women Chauffeur Empowerment Initiative



TRIGGER

Conceived at Senior Management level under ESG Strategy, Climate Action Roadmap and CSR Vision.

UNIQUENESS

- Integrated ESG + CSR model
- Women-led electric mobility ecosystem
- Simultaneous environmental, social and business value

JOURNEY (ROADMAP)

- **April 2024** — Scope 3 assessment and project conception
- Training commenced Feb 2024 for Future point cabs with 23 Aspirants
- **23 April 2025** — Soft Launch of Future point Cabs
- Launched 13 Oct 25 with 47 Aspirants & 10 Fleets, with a target of 100 EV cabs by 2027
- Ongoing Enhancement on EV cab adoption and scalability of Future point Cabs

ONE INITIATIVE. THREE OUTCOMES: CLIMATE ACTION + WOMEN EMPOWERMENT + BUSINESS VALUE

Tangible Benefits – Environmental, Financial and Operational

537,619 KM
EV distance travelled

35,841 litres
Diesel avoided

96 tCO_2e
Carbon emissions avoided

₹25.8 lakhs
Annual operational savings

₹30 + lakhs
Revenue generated

5,500+
Rides completed

15,000+
Passengers served

Before: diesel dependence



After: electric mobility

Energy / fuel
Diesel avoided and EV kilometres transitioned

Carbon
Scope 3 emissions avoided

Cost and operations
Savings, revenue, rides and passenger reach

Intangible Benefits –
People, Society and Organisation

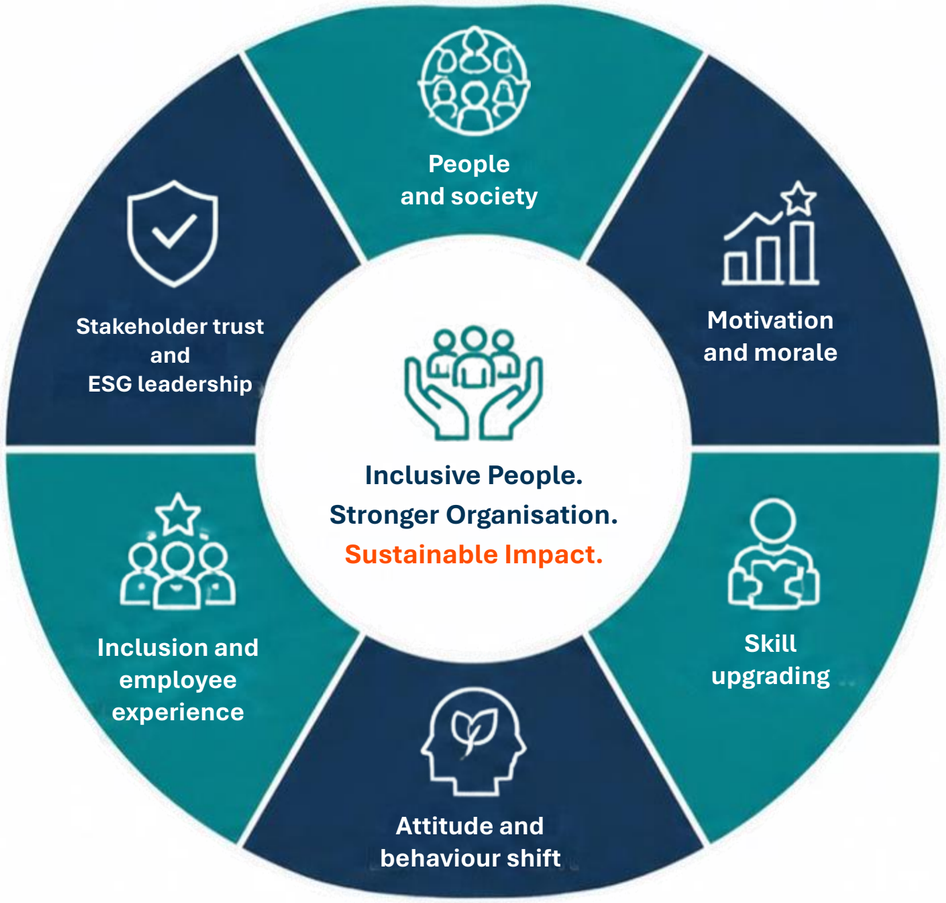
Building people, driving inclusion and strengthening organisational culture

100+

women chauffeurs trained and employed

80%

women leadership in driver operations



- EV driving and safety capability
- Dignified employment and income opportunity
- Stronger confidence and belonging
- Employee acceptance of low-carbon mobility
- Community and stakeholder value

Empowered people. Inclusive culture. Lasting impact.



Replication Potential – Cross-Functional and Group Assimilation

REPEATABLE 5-STEP REPLICATION PLAYBOOK

1. Scope 3 baseline
2. Route and EV feasibility
3. Women chauffeur training and partner onboarding
3. Phased fleet deployment
5. KPI measurement and governance

EVIDENCE PANEL: BEFORE & AFTER

BEFORE: DIESEL



- Fuel dependent operations
- Higher emissions and environmental impact
- Higher operating costs

AFTER: EV-BASED EMPLOYEE MOBILITY



- Clean, electric mobility
- Women-led operations
- Savings, revenue and value creation

CROSS-FUNCTIONAL ASSIMILATION LANES

ESG / CSR	Strategy, impact tracking, Scope 3 and social value integration
Facilities and Transport	Route design, fleet operations, charging and safety compliance
HR and Inclusion	Women recruitment, training, well-being and culture
Procurement	EVs, charging, services and partner selection
Finance and Operations	Cost optimisation, savings realisation, revenue tracking and reporting

CURRENT IMPLEMENTATION

Employee transportation ecosystem with FuturePoint Cabs and women-led operations.

WHAT NEXT

Replicate across additional sites and group companies using a common playbook, KPI dashboard and partner standards.

A structured, people-centric and data-driven model that can be replicated across functions, sites and the organisation.

Replication Potential — Within the Sector

Proposed / next-stage sharing channels to enable sector-wide replication

1 STEPS INITIATED

- Document the operating model
- Standardized Scope 3 and social-impact KPIs
- Define route, charging, safety and maintenance requirements
- Build a women chauffeur enablement playbookbook

Proposed / next-stage sharing channel

2 ACHIEVEMENT SHARING

- Live demonstration
- Social Forums
- ESG and sustainability seminars
- Peer roundtables

Proposed / next-stage sharing channel

3 KNOWLEDGE PLATFORMS

- Internal case study
- Supplier and mobility-partner forums
- Industry associations
- Sustainability reports and award presentations

Proposed / next-stage sharing channel

PILOT → DOCUMENT → DEMONSTRATE → REPLICATE



Purpose: Enable peer learning and sector-wide adoption of a women-led, EV-based employee transportation model.

Challenges Faced and How We Countered Them

1. TECHNICAL & RELIABILITY

- EV range and route suitability
- Charging availability and readiness
- Fleet and data integration
- Vehicle uptime, battery and charger readiness
- Diagnostics and service support

- Route planning and phased deployment
- Charging schedules and readiness checks
- KPI and reliability monitoring
- Preventive maintenance and escalation protocols
- Trained technical support

2. SOCIAL, SAFETY, TECHNOLOGY & ADOPTION

- Women coming forward to take up chauffeur
- Family support and social acceptance
- Institutional restrictions or hesitation in offering women drivers equal opportunities and support
- Safety and security during trips at odd hours
- Safe tracking and rapid emergency response during trips, including odd-hour travel

- Women-focused mobilisation, counselling and confidence-building
- Family and stakeholder sensitisation
- Clear institutional support and non-discrimination commitments
- GPS-enabled trip tracking and route visibility
- Panic buttons installed to trigger alerts during emergencies
- Defined escalation protocols and rapid support response
- Regular driver check-ins for odd-hour trips

Scale only where reliability, safety, employee experience and measurable impact are protected.



Standards & Framework Alignment

GHG Protocol – Scope 3 Standard

Employee commuting and value-chain emissions accounting

ISO 14064

An international standard that provides organizations with a structured framework to measure, quantify, report, and verify greenhouse gas (GHG) emissions and removals

Measure → Manage → Disclose → Improve

ISO 45001

Occupational health and safety management for drivers and employee mobility

UN Sustainable Development Goals

SDG 5 Gender Equality • SDG 7 Clean Energy • SDG 8 Decent Work • SDG 13 Climate Action

Project evidence supporting the framework alignment

- **537,619 EV km travelled**
- **35,841 litres diesel avoided**
- **96 tCO:e Scope 3 carbon emissions avoided**
- **₹25,8 lakhs annual operational savings**
- **100+ women chauffeurs trained and employed**

Priority Plan - Scaling EV Cab Usage

Primary Objective: Accelerate EV Cab Adoption for Employee Transportation

Priority plan

1 Strengthen usage in Trivandrum and Cochin

The majority of current EV cab operations are in these two cities.

2 Extend EV operations to other cities

Expand to new cities through a phased rollout. d employee access.

3 Future point cabs Targets

Achieve the target of 100 drivers and 40 cabs by 2027

4 Standardise operations

Ensure consistency with common partners, safety, service readiness, and performance tracking.

SCALE ENABLERS

- EV cab partners
- Multi-city operations
- Driver safety and service readiness
- Charging and infrastructur e support
- Performanc e tracking and insights



Encourage Employee Adoption of EV-Based Commuting and Carpooling

Best Practices for Partnership-Led Replication

1. Achieve the 100 Drivers & 40 Cars target.
2. Build a standard EV cab partner onboarding model.
3. Prioritise women chauffeur recruitment and training.
4. Apply common safety and service standards.
5. Validate route and charging readiness by city.
6. Use Future Point Cabs as the employee ride operating model.
7. Develop corporate tie-ups for recurring employee rides.
8. Replicate through a common multi-city playbook.

+1 YEAR
Build the partnership base

- Create a repeatable onboarding model for women chauffeur recruitment, training, safety and operations.
- Identify priority cities and validate route, charging, service and partner readiness.
- Initiate tie-ups with other corporations to engage Future Point Cabs for employee rides.

+2 YEARS
Replicate across cities and corporates

- Replicate the EV cab partnership model in other cities.
- Expand corporate tie-ups for employee transportation rides through Future Point Cabs.
- Scale the women-led driver and EV fleet model using common partner, safety, service and ESG requirements.
- Establish a multi-city operating and impact dashboard.

SCALE ENABLERS

EV cab partners
Charging and service readiness

- Corporate mobility tie-ups
- Common operating and ESG Dashboard

Priority plan / proposed next steps

Key Learnings for Scaling Sustainable Employee Mobility

1. Employee Awareness

EV awareness campaigns and sustainability education.
EV cab ride experience to encourage adoption.
Green mobility communication through internal campaigns.
Employee engagement initiatives promoting sustainable travel.

2. Safe & Reliable Service

Apply common safety and service standards across partners
Ensure consistent, trusted ride quality

3. Operational Readiness

Validate route feasibility city by city
Confirm charging infrastructure readiness for scalable rollout
Use a standarized EV cab partner onboarding model

4. Future Point Cabs as Employee Ride Model

Prioritize women chauffeur recruitment and training
Operate employee rides through Future Point Cabs platform
Leverage proven employee mobility operating model
Integrate Future Point Cabs into corporate mobility strategies

5. Measurement & Replication

Track drivers, cars, EV kilometers, rides, and carbon impact
Use a common multi-city mobility playbook for replication
Share evidence to accelerate city and corporate adoption

Employee adoption grows when the service is convenient, trusted, measurable, and easy to scale.



THANK YOU

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Redefining the Future of Travel through Technology Innovation