

A pair of hands is shown from the wrists down, cupping a small green plant with dark soil. The plant has several small, oval-shaped leaves. The hands are positioned in the center of the frame, with the fingers gently holding the soil. The background is a blurred field of green plants and brown leaves, suggesting a natural, outdoor setting. The lighting is soft, highlighting the texture of the skin and the vibrant green of the plant.

SUSTAINABILITY IN

**MOTION**

**VIRYA** MOBILITY 5.0  
**ESG UPDATE 2025**



Leadership’s  
Message

|                                      |   |
|--------------------------------------|---|
| Introduction                         | 1 |
| Mr. Sandeep Maini                    | 2 |
| Managing Partner, Virya Mobility 5.0 |   |
| Vikrant Maini                        | 3 |
| ESG Champion, Virya Mobility 5.0     |   |
| Rishi Sher Singh                     | 4 |
| ESG Coach – Virya Mobility 5.0       |   |

Our Journey  
& Values

|                               |             |   |
|-------------------------------|-------------|---|
| MAINI Group                   | An Overview | 6 |
| Virya Mobility 5.0 LLP        |             | 7 |
| Virya Autonomous Technologies | About       | 8 |
| Virya Electric Powertrains    | About       | 9 |

ESG  
Performance

|  |    |
|--|----|
| The High5 of VIRYA                                 | 10 |
| ESG in action                                      | 12 |
| ESG Team   | 13 |
| Road Map   | 14 |
| Environment  | 15 |
| Solar Power Generation                             | 16 |
| Water Consumption                                  | 17 |
| Garbage Waste Reduction                            | 18 |
| Social   | 19 |
| Governance   | 20 |
| A Gallery of our Social and Governance Initiatives | 21 |
| Driving Towards The Future                         | 22 |
| Conclusion   | 23 |
| Disclaimer   | 24 |

Content





## Introduction :

### Our Commitment to Sustainability

Welcome to the inaugural **Environmental, Social, and Governance (ESG)** update of Virya Mobility 5.0.

This document marks a significant milestone in our sustainability journey, capturing the collective efforts of our organization to integrate ESG principles into every facet of our operations. It highlights the strides we have made across our three factories, which are dedicated to advancing electric powertrain and autonomous mobility solutions.

At Virya Mobility 5.0, we believe that sustainability is a shared responsibility—one that requires collaboration, innovation, and the continuous pursuit of excellence. By embedding best practices into our operations and fostering a culture of peer learning, we ensure that sustainability remains at the heart of our decision-making process.

Our approach is further strengthened by the guidance of our ESG expert with 25 years of experience. His insights have provided us with invaluable coaching, technical expertise and training, helping us align with the highest global sustainability standards.

This document not only reflects our achievements but also acknowledges the challenges ahead. It outlines our ongoing initiatives and future commitments as we work toward creating a lasting positive impact on the environment, our communities, and governance practices.

We invite you to join us on this transformative journey. Together, we can drive meaningful change and build a more sustainable future.



# Leadership's Message



**Mr. Sandeep Kumar Maini**  
Chairman Maini Group  
Managing Partner, Virya Mobility 5.0

Dear Stakeholders,

It is with great pride that I present Virya Mobility 5.0's inaugural ESG update, Sustainability in Motion. This document reflects our deep-rooted commitment to sustainability, responsible business practices, and strong corporate governance.

At Virya Mobility 5.0, we believe that sustainability is more than a responsibility—it is an opportunity to create meaningful impact. Our mission extends beyond developing electric mobility solutions; we strive to drive systemic change that benefits not only our industry but also the environment, our communities, and society as a whole.

Our journey is guided by our High5 values—Higher Purpose, Holistic Growth, Health, Happiness, and Creating a Home Away from Home. These values shape our decisions, ensuring that innovation, well-being, and ethical governance remain at the core of everything we do.

While this document highlights our achievements and future ambitions, we recognize that sustainability is a journey, not a destination. True progress requires relentless effort, adaptability, and collaboration. As we move forward, we remain committed to transparency, continuous improvement, and pioneering solutions that accelerate the transition to a cleaner, more equitable future.

I extend my heartfelt gratitude to our employees, partners, investors, and customers for their trust and support. Together, we can drive transformative change and build a better tomorrow.

Sincerely,

**Sandeep Kumar Maini**



# Leadership's Message



**Vikrant Maini**

Customer Success Lead, Virya Electric Powertrains  
ESG Champion, Virya Mobility 5.0

## A Shared Commitment to Sustainability

The journey toward sustainability is not an individual pursuit—it is a collective effort that thrives on shared purpose and unwavering commitment. Over the past year, I have had the privilege of working closely with teams across our three factories, each bringing unique expertise and perspectives. Together, we have fostered a strong ESG culture—one that prioritizes collaboration, innovation, and a shared vision for a more sustainable future.

For **Virya Mobility 5.0**, ESG is more than a framework; it is a strategic imperative that defines who we are and how we operate. It reflects our commitment to environmental stewardship, social responsibility, and ethical governance—principles that are deeply embedded in our long-term vision. By integrating ESG into every aspect of our operations, we are not just reducing our environmental footprint; we are also creating a workplace that champions inclusivity, safety, and growth—benefiting our employees, customers, and the broader community.

This document is a testament to the dedication of our teams, the progress we have made, and the challenges we continue to address. As we move forward, our ESG initiatives will drive holistic growth for Virya Mobility 5.0, positioning us as industry leaders while contributing to a more sustainable and equitable future.

Sustainability is more than a responsibility—it is a shared mission that unites us all. Together, we are building a legacy of positive change, one step at a time.

**Vikrant Maini**



# Leadership's Message



**Rishi Sher Singh**  
CEO, World of Gears,  
ESG Coach, Virya Mobiliy 5.0

It has been an incredible journey supporting the Virya team as a coach and mentor. I am honored to have been part of this transformative process, guiding the team through the intricacies of ESG requirements and providing direction for their initiatives.

The dedication and passion exhibited by everyone at Virya have been truly inspiring. I would like to extend my heartfelt appreciation to Mr. Vikrant Maini and his exceptional ESG team. Their unwavering commitment to driving positive change and fostering a culture of continuous improvement have been instrumental in the success of our ESG journey.

Mr. Vikrant's visionary leadership and the team's collaborative spirit have set a remarkable example for the entire organization. Together, we have made significant strides in integrating ESG principles into Virya's core operations, focusing on gender equality and supply chain sustainability. Our efforts go beyond compliance—they are about creating a lasting positive impact on society and the environment.

As we move forward, I am confident that Virya will continue to lead the way in sustainable and responsible business practices. It has been a privilege to contribute to this journey, and I look forward to witnessing the continued growth and success of Virya . Let us keep driving towards a brighter, more sustainable future with a strong commitment to people engagement and continuous improvement.

With gratitude and optimism,

**Rishi Sher Singh**





# Our Journey & Values

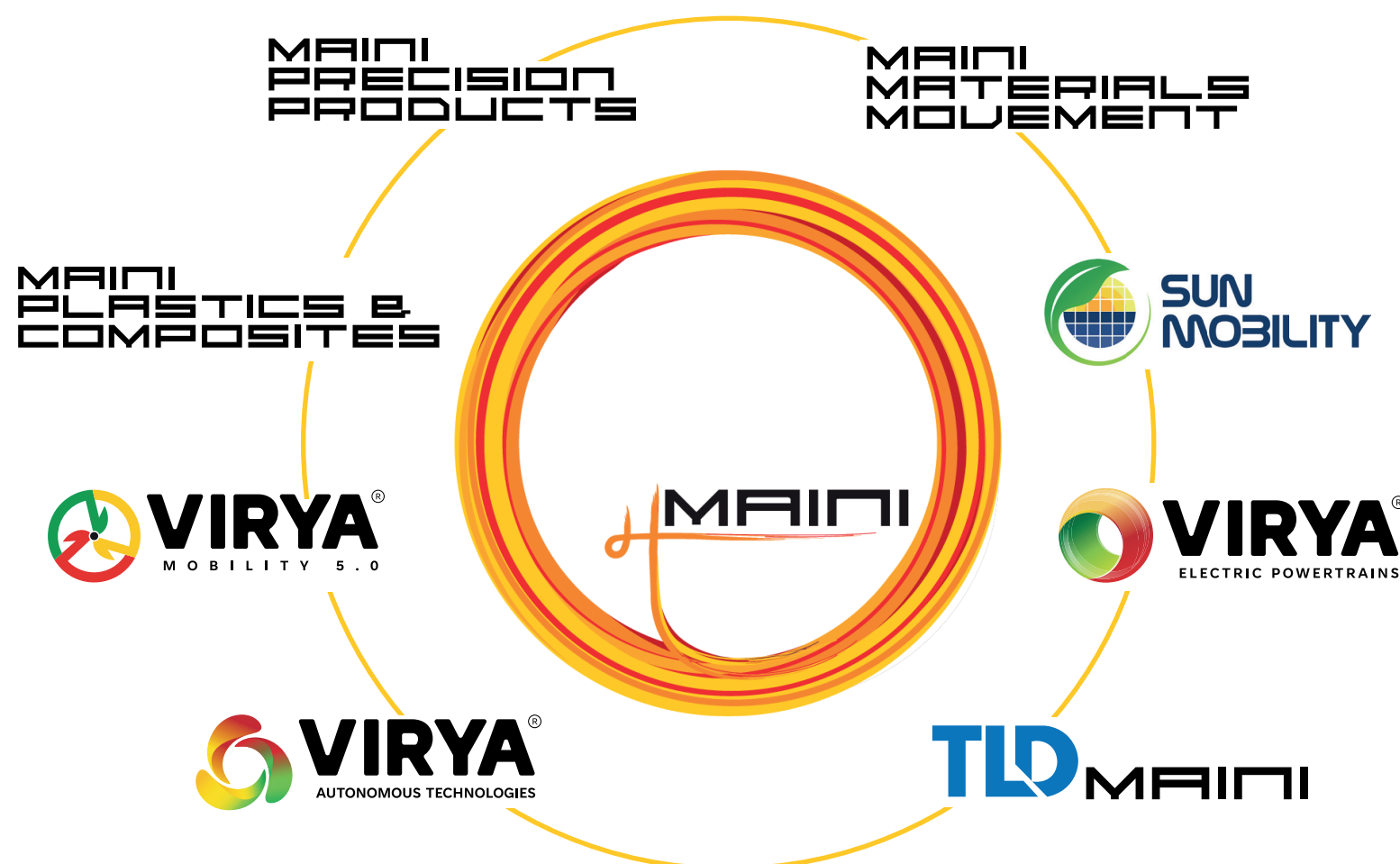


# An Overview

## MAINI Group

Founded in 1973 by **Dr. S. K. Maini**, Maini Group is one of India's premier design and manufacturing entities, synonymous with innovation & cutting-edge technology. It comprises of eight group companies, offering comprehensive solutions in:

- High-precision engineering components, assemblies and sub-assemblies
- In-campus material handling and people movement solutions
- Vacuum formed parts & sub-assemblies
- Swappable battery network and energy infrastructure
- Integrated electric powertrain solutions and EV accessories
- In-campus autonomous vehicles
- Ground support equipment and solutions for the aviation industry





# Virya Mobility 5.0 LLP

Innovating for a Sustainable Tomorrow

Virya Mobility 5.0 LLP is the new-age technology and innovation arm of Maini Group. With a legacy spanning over 30 years, we are shaping the future of transportation through cutting-edge EV powertrain solutions and autonomous mobility technologies.

Virya Mobility 5.0 operates through two specialized companies:



- **Virya Autonomous Technologies Pvt. Ltd.**

Developing autonomous vehicle platforms for controlled environments, enabling safer and more efficient people and material mobility. The entire team currently works out of one factory in Bangalore.



- **Virya Electric Powertrains Pvt. Ltd.**

Engineering next-generation EV powertrain solutions, vehicle integration, and e-mobility components to accelerate electric mobility adoption. We work from two locations in Bangalore, one for manufacturing and the other is our technology center.

The ESG initiatives mentioned in this document are for the above two companies operating out of three separate factories.



# About

## Virya Autonomous Technologies

### Redefining Mobility with Intelligence

#### Who We Are

Virya Autonomous Technologies Pvt. Ltd., a Maini Group company, specializes in autonomous mobility solutions designed for controlled environments.

#### What We Do

We design, develop, and build technologies that enable autonomous movement of people and materials—with a strong focus on safety, efficiency, and sustainability.

#### Our Focus Areas

- \* **Autonomous Vehicle Platforms** – Custom-built for industrial and commercial environments.
- \* **Precision-Engineered Safety Systems** – Ensuring reliable and secure automation.
- \* **Holistic Mobility Solutions** – Addressing unique industry challenges.

By leveraging intelligent automation, Virya Autonomous Technologies is driving the future of sustainable and autonomous mobility.





# About

## Virya Electric Powertrains

**Virya Electric Powertrains Pvt. Ltd. – Powering the EV Revolution**

Built on Maini Group’s pioneering legacy, Virya Electric Powertrains drives electrification through innovation. Our expertise in EV design, development, and integration enables us to provide:

- **Advanced Electric Powertrains** – Engineered for efficiency and performance.
- **Seamless Vehicle Integration** – Optimized for diverse EV applications.
- **EV Accessories & Components** – Enhancing functionality and range.

By blending cutting-edge technology with real-world expertise, Virya Electric Powertrains is enabling a cleaner, smarter, and more efficient mobility ecosystem.





At the core of Virya Mobility 5.0 are the High5 values—a set of guiding principles that have shaped our culture long before ESG became a global priority. More than just values, High5 is a way of life, fostering collaboration, inclusivity, and responsibility across all levels—from the shop floor to leadership. By embedding these principles into our daily operations, we have cultivated a culture of shared responsibility and continuous improvement, driving initiatives that reduce our environmental footprint, promote social equity, and uphold ethical governance. As we move forward, the High5 values will remain our compass, ensuring our ESG journey is not just about compliance but about creating a lasting legacy for our people, communities, and the planet. The High5 values are the following.

# The High5 of VIRYA

## HIGHER PURPOSE:

- Provide beyond business impact to nurture relationships beyond business.
- Build a brighter future and better world, for our community & extended families.

## HOLISTIC GROWTH:

- Scale sustainability with no compromise on core values of ethics & excellence.
- Create a platform for all to become a better version of themselves.

## HEALTH & WELLNESS:

- Thrive, not survive.
- Foster deep awareness to continuously improve physical, mental & financial wellbeing.

## HAPPINESS UNLIMITED:

- Create an environment of certainty and security.
- Nurture a strong sense of community that is together, trusts & respects.

## HOME AWAY FROM HOME:

- An inclusive environment
- A home with no boundaries where one can be vulnerable, share with no judgement & have a helping hand - always.





# ESG Performance



# ESG

## in action

Environmental, Social, and Governance (ESG) principles are at the heart of modern business practices, reflecting a commitment to **protecting the planet, empowering people, and upholding ethical standards**. At Virya Mobility 5.0, we see ESG as more than a framework—it is a **strategic foundation** that drives innovation, resilience, and long-term value creation for all stakeholders.

Integrating ESG into our operations has been a **purpose-driven journey**. From the outset, we recognized the importance of aligning our business practices with global sustainability goals. Our approach is built on a clear understanding of our role in addressing global challenges, and we are taking deliberate steps to ensure our actions create meaningful and lasting change.

At Virya Mobility 5.0, ESG is not just about meeting standards—it is about continuous improvement and **leading by example**. By embedding these principles into our High Five values we are building a **future-ready organization** that is committed to making a difference in the electric mobility sector and beyond.

### Assessing Our Starting Point

We began by evaluating our current practices to identify areas where we could make the most significant impact. This assessment helped us set clear priorities and align our efforts with global ESG benchmarks.

### Creating a Collaborative Framework

We formed a dedicated, cross-functional team to lead our ESG initiatives. This team brings together diverse perspectives and expertise, ensuring that our strategies are innovative, inclusive, and actionable.

### Implementing Targeted Actions

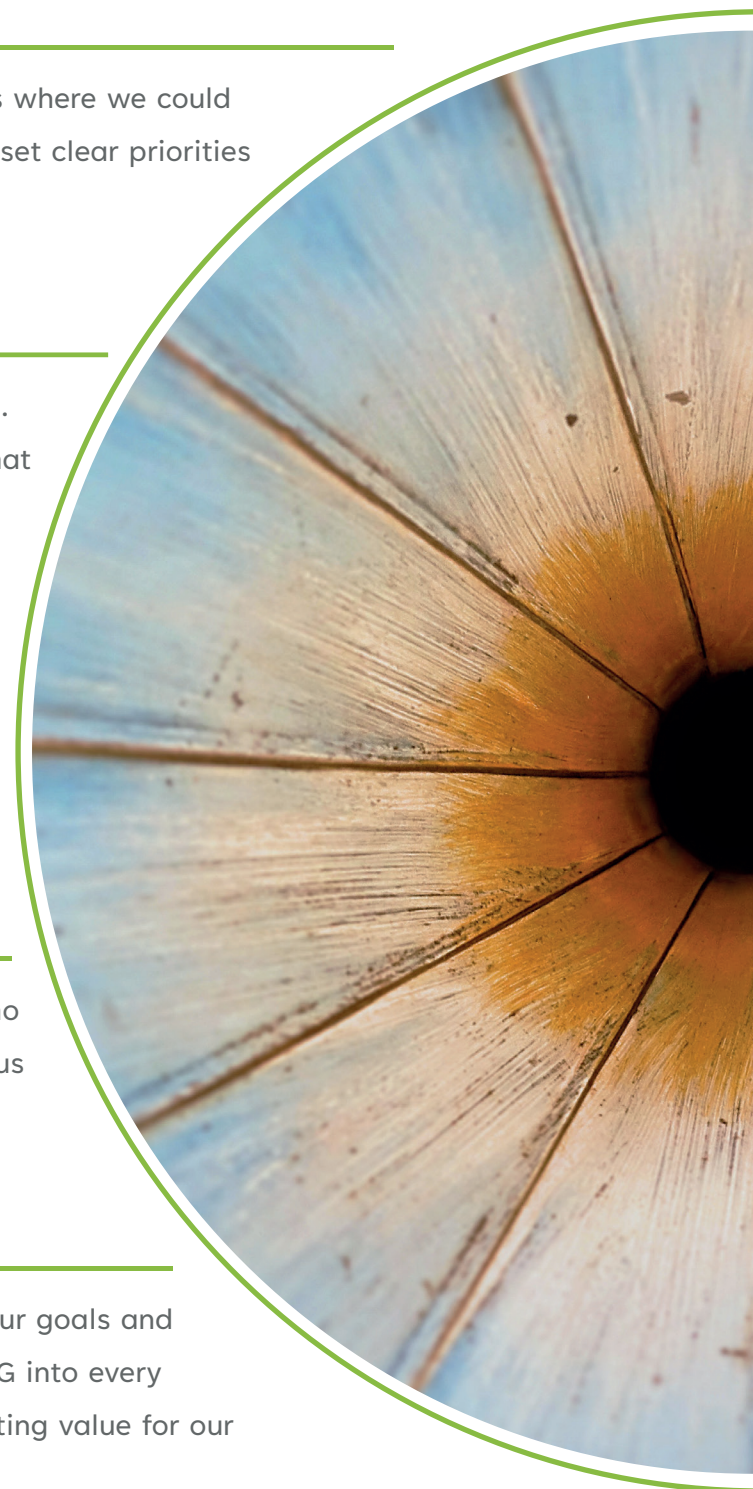
From adopting renewable energy solutions to enhancing workplace diversity and reducing waste, we have launched initiatives that reflect our commitment to ESG. Each project is designed to deliver measurable results and drive continuous improvement.

### Leveraging Expert Guidance

To strengthen our efforts, we partnered with an experienced ESG coach who has provided invaluable insights and direction. Their expertise has helped us refine our strategies and stay aligned with best practices.

### Planning for the Long Term

We have developed a strategic **2030 Roadmap** that outlines our goals and milestones. This roadmap serves as a guide for integrating ESG into every aspect of our operations, ensuring we remain focused on creating value for our stakeholders.





# ESG Team



Behind every great initiative is a team that turns vision into reality. At Virya Mobility 5.0, our ESG journey is powered by a diverse and dynamic team—individuals from different roles, backgrounds, and expertise who bring unique perspectives to the table.

This team is the heartbeat of our ESG efforts.

**ANUJA**  
Field Applications

**ATHAR**  
Systems Engineering

**BHAVYA**  
Finance

**GURU**  
PPC,  
Maintenance & Admin

**SACHIN**  
Business Development

**SIDDHANT**  
Graphic Design

**SHASHIPRABHA**  
People & Culture

**SHYNU**  
Motor Design  
& Development

**SUMATHI**  
CEO's Office

**THEJUS**  
Business Development

All the members of the ESG team have been trained on basics of ESG, problem-solving and Gender equality. This team is guided by Vikrant Maini and Rishi Sher Singh.



LAYING THE FOUNDATION –  
UNDERSTANDING WHERE WE ARE

- Conducted an ESG health check to identify key gaps and opportunities
- Delivered foundational ESG training for the leadership team
- Identified priority areas based on potential impact
- Developed a preliminary ESG action plan
- Initiated communication with factory heads to align on ESG implementation

2023



STRENGTHENING SYSTEMS AND  
SCALING IMPACT

- Launch of the first ESG update
- Deliver gender sensitisation and other relevant trainings for the entire team
- Develop foundational dashboards and data tools for ESG monitoring
- Continue engagement with expert coaching for effective deployment

2025-26



EMBEDDING ESG INTO  
CORE BUSINESS FUNCTIONS

- Fully integrate ESG by championing ‘The Power of High5’ as the core Virya values
- Achieve expertise in ESG systems and practices
- Establish a culture of continuous improvement across all ESG focus areas
- Operate a fully integrated ESG communication and reporting system

2030



# Road Map

Our 2030 Roadmap outlines our strategy to embed ESG principles across all operations. In a rapidly changing world, we remain committed to continuous improvement-regularly reviewing our progress, refining strategies, and adapting our goals to stay aligned with our purpose.

ADVANCING THE ACTION PLAN

- Established a cross-functional ESG team led by Vikrant Maini
- Rolled out ESG training for all employees
- Launched Kaizens to support the ESG action plan
- Engaged in expert coaching for effective deployment
- Set up ESG corners in each factory to foster internal engagement

2024

ENGAGING WITH THE SUPPLY CHAIN

- Conduct value chain mapping and initiate supplier engagement
- ESG risk mapping of the supply chain
- Supplier ESG training
- Enhance internal and external ESG communication

2028



# Environment

"Great things are done by a series of small things brought together"

This document highlights five transformative initiatives from our Environmental pillar, each representing a step forward in our journey toward sustainability. These achievements, drawn from a wide range of efforts, showcase how small, consistent actions can create a ripple effect of positive change.

BELOW ARE 5 KEY AREAS WE ARE FOCUSING ON AND IMPLEMENTING IMPROVEMENT PROJECTS:



## SOLAR POWER

Both the Virya Electric Powertrain factories operate on solar energy, with all details seen on the next page. This shift not only reduces our carbon footprint but also sets a benchmark for clean energy adoption in the industry.



## RAIN WATER HARVESTING

By harnessing Bangalore's abundant rainfall, we have implemented rainwater harvesting systems that store and recycle water for daily operations. This initiative ensures sustainable water use and reduces our reliance on external resources.



## PACKAGING IMPROVEMENTS

We have implemented various packaging improvements to reduce waste, including recycling, reusing materials, and switching to biodegradable options.



## FOOD WASTE MANAGEMENT

At our facilities, we've introduced systems to measure, manage, and compost food waste. Coupled with employee awareness campaigns, this initiative has fostered a culture of mindfulness and sustainability.

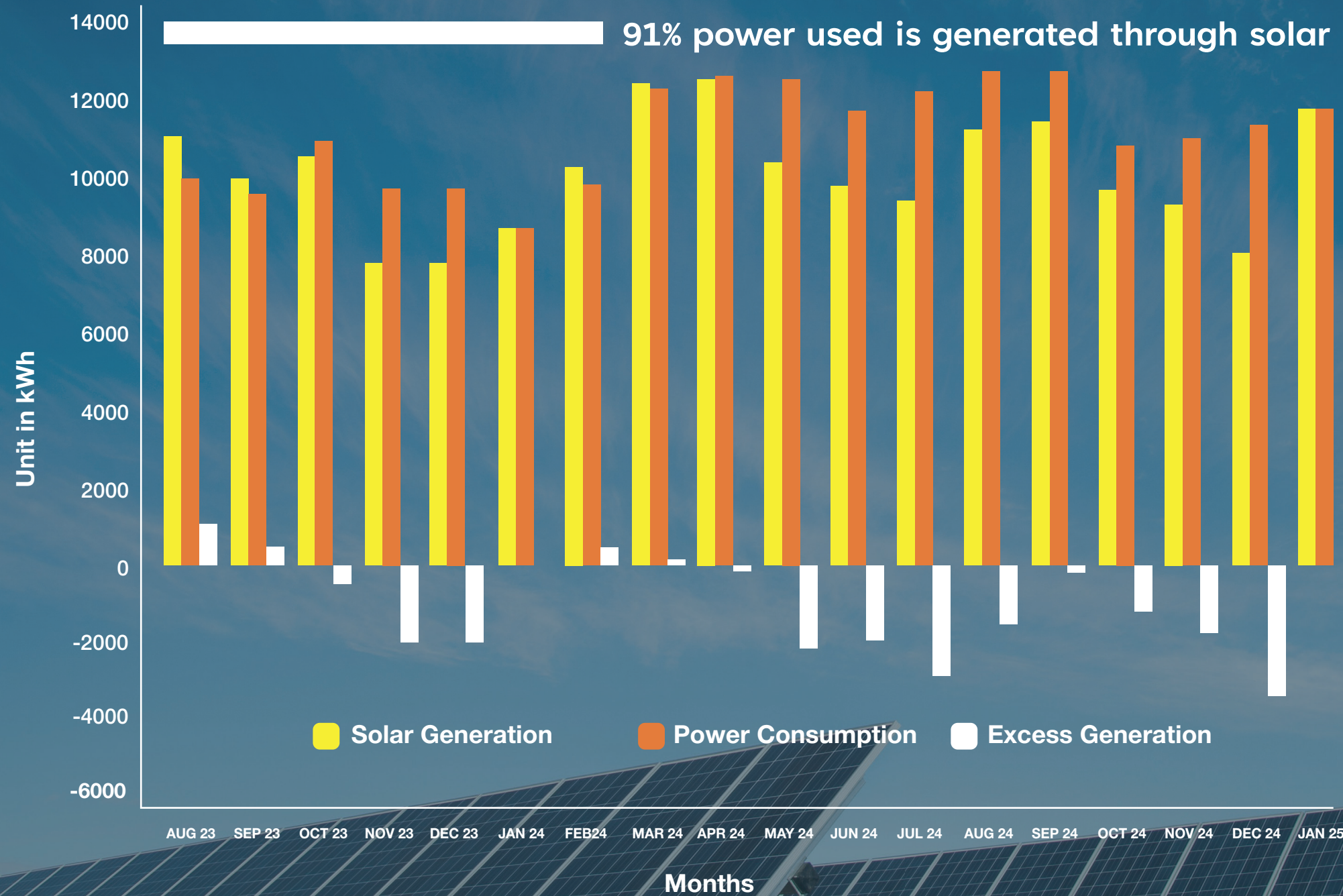


## E-WASTE MANAGEMENT

We've established dedicated e-waste storage areas and partnered with certified vendors for responsible disposal. Using wooden crates and maintaining detailed records, we ensure that e-waste is handled in an environmentally sound manner.



# Solar Power Generation

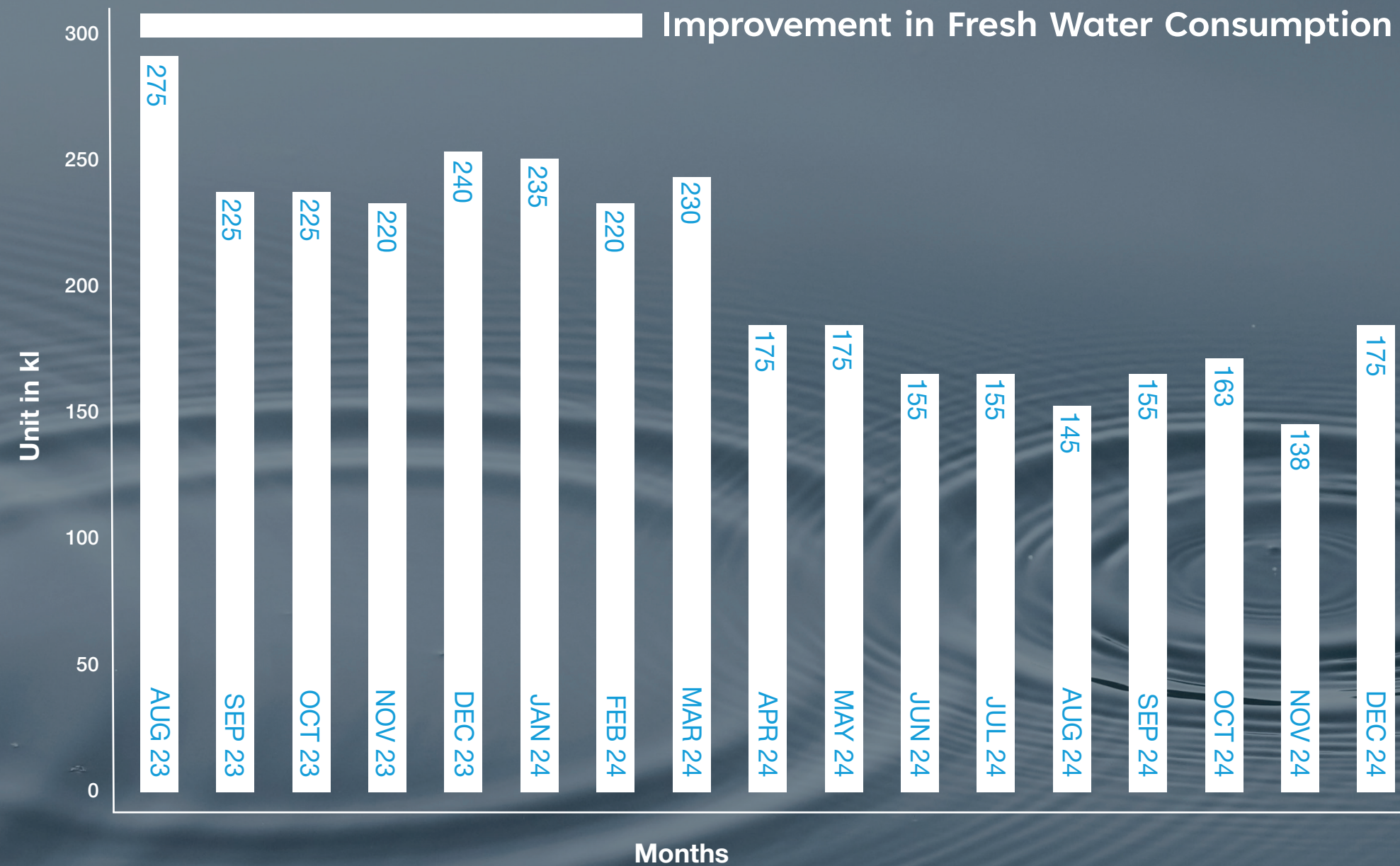


## Additional Energy Efficiency Initiatives

- Air cooling systems used in place of traditional ACs in majority office spaces at Virya Autonomous Technologies.
- Continuous efforts made to maintain, clean and upgrade solar panels to generate maximum output possible.
- Energy management systems and smart controls used to automate our factories to save energy.
- All our factory street lights converted from MV lamps to LED.



# Water Consumption

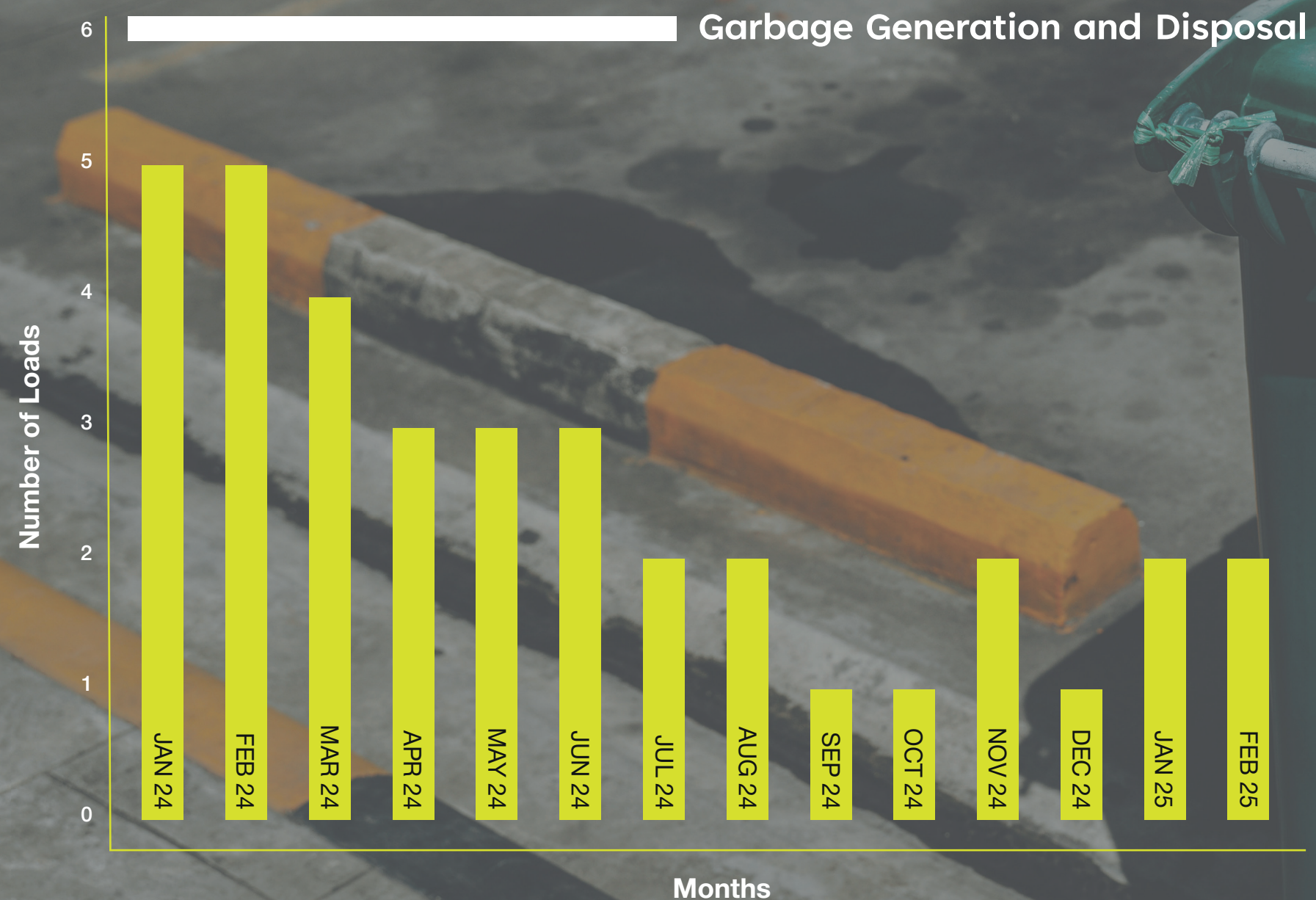


## Improvements Made

- Storing of rainwater and reusing it for greenspaces and for cleaning within our factories.
- Push type tap for wash basins to reduce excess water usage.
- Water purifier wastewater is also being re-used for gardening and cleaning.
- Under ground sump tank leakages were arrested by reconstructing underground tanks.



# Garbage Waste Reduction



## Improvements Made

- Garbage segregation started at source
- Recyclable waste is being separately stored and sent to vendor for recycling.
- Food waste is being reduced by raising awareness. All our food and other biodegradable waste is composted and used in our greenspaces.
- Reduction of single use plastic by using reusable glass bottles for guests and employees.
- Reduction of paper waste by moving towards a paperless manufacturing line through digital transformation



# Social

"Empowering People, Building Communities"

At Virya Mobility 5.0, we believe that our greatest strength lies in our people. Our social initiatives are designed to create a workplace and community where everyone feels valued, safe, and empowered. Through targeted efforts, we are fostering a culture of inclusivity, safety, and engagement that extends beyond our organization to the communities we serve.

BELOW ARE 5 KEY AREAS WE ARE FOCUSING ON AND IMPLEMENTING IMPROVEMENT PROJECTS:



## GENDER SENSITIZATION

We've made conscious efforts to increase women's participation on the shop floor and full time roles. Additionally, we've conducted gender sensitization trainings for all to promote respect and equality across all levels of the organization.



## ESG TRAININGS

100% of our leadership team have been trained on ESG principles, ensuring they are equipped to lead sustainable and ethical practices. Specialized training for our ESG team has further strengthened our ability to drive meaningful change.



## COMMUNITY DEVELOPMENT

Through our CSR initiatives, we've invested in education, healthcare, and environmental sustainability projects. These efforts reflect our commitment to making a positive impact on the communities where we operate.



## INCLUSIVE WORK PLACE

We've established a grievance mechanism to address employee concerns promptly and effectively. All employees have one on one "pitstops" each quarter with their respective leaders to share their achievements and concerns. With this we aim to make each individual a lifelong learner and a better leader.



## EMPLOYEE ENGAGEMENT

By organising family days, celebrations, and yoga sessions , we've fostered a strong sense of community and promoted overall well-being. These initiatives have boosted employee morale and helped cultivate a supportive, inclusive workplace culture.



# Governance

*"Leading with Integrity and Purpose"*

Strong governance is the backbone of any successful organization. At Virya Mobility 5.0, we are committed to upholding the highest standards of ethical leadership, transparency, and accountability. Our governance initiatives ensure that we not only meet regulatory requirements but also build trust with our stakeholders and create long-term value for our business and communities.

BELOW ARE 5 KEY AREAS WE ARE FOCUSING ON AND IMPLEMENTING IMPROVEMENT PROJECTS:



## STRONG LEADERSHIP AND COMMITMENT TO ESG

Led by Vikrant Maini, who has extensive experience in the electric vehicle industry, the ESG team has oversight from the business head and the Chairman of Maini group.



## ESG POLICIES

Virya has comprehensive policies guiding its ESG efforts, covering environmental sustainability, social responsibility, and governance to ensure ethical and sustainable operations.



## COMMUNITY DEVELOPMENT INVESTMENTS

Through the Gramothan Foundation, Virya invests in education, health, women empowerment, and village-level development to positively impact communities where it operates.



## GRIEVANCE MECHANISM FOR EMPLOYEES

Virya has a robust and continuously improving grievance mechanism to promptly address employee concerns, fostering a supportive and inclusive work environment.



## DEVELOPING KPIS WITH HIGH 5 APPROACH

Focusing on holistic growth, health, happiness, and a home-like environment for employees. This ongoing effort aims to integrate people, business, and technology for positive impact.



# A GALLERY OF OUR Social and Governance Initiatives

Festival Celebrations



ESG Corner



Organic Farming



Annual Sports Competition



Bring Your Family to Work Day



Team Outing



Community Engagement





# Driving Towards The Future

This document marks Virya's first attempt at assessing, improving, and reporting on ESG. It has been a valuable experience full of learning, highlighting that ESG goes beyond compliance and towards continuous improvements.

Virya Mobility 5.0 is steadfast in its commitment to the ESG journey, aiming to make a positive impact on both people and the planet. By continuously improving its systems through the ESG roadmap, the company focuses on key social aspects of its business. These include gender equality and women empowerment, supply chain sustainability, effective communication on ESG, expanding training for all employees, and fostering workplace dialogue to address issues early and humanely.

The expected outcomes of these initiatives are significant: increased representation of women in leadership roles, enhanced sustainability practices within the supply chain, improved transparency and stakeholder engagement, a more knowledgeable and skilled workforce, and a collaborative work environment that boosts employee satisfaction and retention.

As we move forward, we will continue driving towards the future with a strong commitment to people engagement and continuous improvement.

Through these efforts, Virya Mobility 5.0 not only aims to achieve its ESG goals but also to drive holistic growth and create a lasting positive impact on society and the environment.



# Conclusion

## A Journey of Learning and Impact

### Reflecting on Our ESG Journey

As we look back on our inaugural ESG journey, one thing is clear, this has been a **transformative experience** for everyone at Viryav. From identifying gaps to implementing impactful initiatives, this process has deepened our understanding of sustainability and reinforced our belief that we are creating **real value for both the planet and its people**.

### A Testament to Our Team

This document stands as a testament to the hard work, dedication, and collaboration of our entire team. Every initiative, milestone, and challenge has provided invaluable lessons, inspiring us to strive for continuous improvement. We are proud of the progress we've made, yet we recognize that this is just the beginning.

### A Special Thank You

**We extend our heartfelt gratitude to every employee** who contributed to this journey—your efforts have been the driving force behind our success. We also thank our **management team** for their visionary leadership and unwavering commitment to making ESG a priority.

### Looking Ahead

**As we move forward, we remain committed to continuous improvement** and innovation. We will build on the foundation we've laid, setting even higher standards for environmental stewardship, social responsibility, and ethical governance.

### A Call to Action

**To our readers, we invite you to join us in this mission. Whether you're an individual, an organization, or a community, your actions matter. Together, we can create a sustainable and equitable future** for generations to come.

Thank you for being part of our journey. Let's continue to drive positive change—for our people, our planet, and our future.



# Disclaimer

## On use of ESG Reporting Standards

This ESG update is part of Virya Mobility 5.0 early steps toward building a more sustainable and responsible business. As part of this journey, we conducted an initial health check of our environmental, social, and governance (ESG) practices using the Global Reporting Initiative (GRI) Standards as a reference point.

We also carried out an initial materiality assessment to identify key ESG topics relevant to our business and stakeholders. While this assessment has guided the content of this update, we acknowledge that it is a work in progress and will be further refined in the coming months.

This update includes selected disclosures aligned with GRI indicators, but it does not yet represent full compliance with the GRI framework. Our intention is to keep improving our ESG processes and progressively align with the GRI Standards in line with our internal roadmap and stakeholder expectations.

We believe meaningful progress begins with small, honest steps. We are committed to learning, evolving, and deepening our ESG efforts, and we welcome feedback from our stakeholders as we move forward on this journey.



A close-up photograph of a person's hand reaching upwards, with fingers slightly spread, towards a dense canopy of green leaves. The lighting is soft and dappled, creating a warm, natural atmosphere. The text 'THANK YOU' is overlaid in a clean, white, sans-serif font, centered horizontally across the middle of the image. The hand is positioned in the lower center, with the fingers reaching towards the upper center. The background is a lush, out-of-focus green, with some leaves in sharp focus in the foreground and midground.

THANK YOU