

Stepping Into The New Year With Purpose And Power



FROM THE DESK OF THE CMD

Dear Friends,

Wishing you all a very Happy New Year.

I hope 2025 has been fulfilling for you and your families, and I sincerely pray that 2026 brings good health, happiness, and success to all of us.

As we step into a new year, making resolutions is a natural tradition. At the same time, every passing year reminds us of an important truth time waits for no one. Whether we fully achieve our plans or fall short of some goals, time moves ahead relentlessly, and here we stand at the beginning of another year with renewed opportunities and responsibilities.

At V-Trans, the last couple of quarters have been marked by intense brainstorming followed by decisive actions. Things seem to be returning to normalcy, all systems working and in place, and subsequently better revenue results are expected due to commendable efforts put in by our teams. The Future seems encouraging and I am confident that we will start seeing early and encouraging signs of the desired growth in Q4, from January to March.

December has already given us a positive signal after a long gap, we witnessed healthy revenue numbers at VT and the best ever numbers at VX and VL. This is only the beginning of what I see as a long and sustained upward journey. Our other divisions, V-Xpress and V-Logis, continue to demonstrate promising growth. This is a healthy sign for the Group and reinforces our belief that both verticals will play a significant role in driving overall growth going forward.

The recent unfortunate chaos in the aviation sector is deeply concerning. While it is not our role to judge what went wrong or who was at fault, one message is clear—the consequences of ignoring compliance can be

severe. Fortunately, our organization has always been known for its strong statutory compliance and ethical practices. Our internal campaign on SOP adherence aims to align every function and individual with standardized internal processes. This will ensure smoother operations, reduced errors, operational excellence, and enhanced customer delight. Consistent adherence to SOPs builds reliability, discipline, and trust in the organization.

The HR Team led by Mr Shiv Rawat also conducted team building sessions Samanvay at V-Xpress and V-Logis which is an important aspect of our overall L&D strategy. It helps the leadership team to understand their role better and then pass the required message to team thereafter.

As we move into the last quarter of the financial year, strategic discussions around the Annual Operating Plan (AOP) have already begun at all 3 verticals. The V-Trans team carries critical responsibility considering the dismal 25-26 performance we are aiming at aggressive but achievable growth in 26-27. Meanwhile, V-Xpress and V-Logis are building momentum and targeting aggressive year-on-year growth, which is encouraging and motivating. My best wishes to all team members at V-Trans, V-Xpress, and V-Logis as you plan and work towards surpassing your targets. I urge each one of you to maintain a sharp and consistent focus on disciplined execution of our strategies.

Best Wishes,
Mahendra Shah



PEOPLE PROFILE



In this edition of the People Profile, we feature Mr. Manoj Kumar, Regional Manager – North-3 at V-Trans India Ltd., Gurgaon. He joined V-Trans on 1st June 2010 as a Management Trainee and has been associated with the North Region (N-1, N-2, and N-3) for over 16 years.

Currently, he oversees P&L responsibilities for the North-3 region and leads a team of 125 members across Haryana and Rajasthan.

A science graduate with an MBA, Mr. Manoj Kumar is also trained in football and martial arts, bringing discipline and a winning mindset to his role. He firmly believes that when work becomes a passion and thoughts stay positive, success naturally follows. A philosophy that inspires his team and drives regional growth.

On the personal front, his wife Mrs. Ankita is an education professional. They are blessed with two children Master Aarav and Master Advik. Mr. Manoj Kumar enjoys socializing with friends, relatives, and his team, as well as group travels. His leadership and strategic vision continue to drive operational success and inspire his team.



Mr. Manoj Kumar & Family

PARTNERS IN PROGRESS



Mr. Ajit Singh

In our ongoing series highlighting our growth partners, we proudly showcase individuals who have journeyed alongside us, contributing significantly to the success story of V-Trans. One such invaluable "Partner in Progress" is Mr. Ajit Singh, operating under the name of AJIT CARRIER. He has been associated with V-Trans since November 2022, marking a meaningful journey of 3 years, with 6 attached vehicles.

Reflecting on his tenure, Mr. Singh shares, "Being associated with V-Trans has been a fulfilling experience, and we take immense pride in being part of a trusted leader in logistics. I greatly appreciate the management team at V-Trans for their transparent operations, ethical practices, and unwavering support, which has not only enabled our growth but also made us feel like valued members of the V-Trans family."

GROUP LEADERSHIP & STRATEGY MEETS

ALIGNING VISION. STRENGTHENING LEADERSHIP. DRIVING THE FUTURE.

As part of the Group's continued focus on strategic alignment and leadership excellence, a series of Annual Planning and Leadership Meets were conducted across our Group companies. These sessions brought together senior leadership and key decision-makers to align priorities, share insights, and chart a strong roadmap for the year ahead.

V-TRANS | GROUP AOP MEET – FY 2026–27

Marking the beginning of a new strategic chapter, the V-Trans leadership and management teams convened for the Annual Operating Plan (AOP) Meeting for FY 2026–27. The discussions went beyond routine planning, focusing on future-readiness, sharper execution, and building scalable systems to support long-term growth.

The meet was guided by strategic insights from the Chairman & Managing Director, Mr. Mahendra Shah, along with focused sessions by the strategic leadership team and senior leaders, ensuring clarity, alignment, and ownership across functions. The AOP and budget deliberations reinforced clear priorities, measurable goals, and a shared commitment to sustainable performance and resilience.



V-XPRESS - LEADERSHIP & STRATEGY MEET

V-Xpress recently conducted a Leadership & Strategy Meet, bringing together senior leaders and HODs to align on organizational priorities and strategic direction. The session featured an inspiring address by Mr. Aditya Shah, Executive Director & CEO – V-Xpress, who shared perspectives on growth, execution excellence, and leadership accountability.

As part of the leadership journey, Samanvay 2.0, driven by Mr. Shiv Rawat, Group CHRO – V-Trans Group, was successfully conducted for the V-Xpress leadership team, with strong engagement and meaningful reflection. The program featured valuable perspectives emphasizing leadership alignment, people-centric growth, and cultural strength. It concluded with visionary guidance from our Chairman & MD, Mr. Mahendra Shah, reaffirming the organization's shared purpose and strengthening collective commitment for the journey ahead.



V-Xpress leadership aligning on vision, strategy, and execution to drive the journey forward

GROUP LEADERSHIP & STRATEGY MEETS

V-LOGIS LEADERSHIP CONNECT: STRATEGY IN ACTION

V-Logis conducted Samanvay 2.0, a focused leadership engagement program for its leadership team at Club Emerald, Mumbai. The session opened with an inspiring inaugural address by Mr. Rajesh Shah, Executive Director, who highlighted the importance of collaboration and drew powerful leadership lessons from the journey of Messi.

This was followed by insightful sessions from Mr. Ronak Shah, CEO & Executive Director – V-Logis, encouraging open communication and expression, and Mr. Jay Shah, who emphasized the leadership principle of “closing the loop.” Mr. Shiv Rawat, Group CHRO, then led a focused training session, sharing practical leadership insights and people-centric perspectives that reinforced alignment, reflection, and effective leadership behaviors.



V-Logis leadership coming together to connect, reflect, and align at Samanvay 2.0.

V-XPRESS H1 SALES MEET – DRIVING LEADERSHIP & GROWTH

To review H1 performance and align the sales organization for the next growth phase, V-Xpress held a three-day Pan-India National H1 Sales Meet at Lonavala. The meet was inaugurated by Mr. Aditya Shah, ED & CEO – V-Xpress, who shared strategic perspectives and set clear performance expectations. Mr. Shiv Rawat, Group CHRO – V-Trans Group, shared valuable insights on leadership alignment, people-centric growth, and cultural strength, focusing on the role of leadership in empowering people. Mr. Ajay Wagh, National Manager – Sales, focused on sales excellence, performance improvement, and capability building for the sales teams. Active participation from senior leadership, HODs, and Pan-India RSMs strengthened cross-functional alignment and accountability, concluding the event with renewed energy, clarity, and a unified commitment toward shared business goals.



Leadership perspectives shaping performance and the growth journey ahead — V-Xpress H1 Sales Meet

KEY INDUSTRY LEADERSHIP EVENTS

CHEMLOG INDIA 2025

CHEMLOG India 2025, the 10th edition of this flagship industry platform, brought together leaders from chemical manufacturing, supply chain, and logistics to discuss the sector's evolving needs. As the National Logistics Partner, V-Trans played a key role in the discussions, with Mr. Ronak Shah, CEO – V-Logis & Executive Director – V-Trans, sharing insights on building process-driven, safety-first, and digitally enabled chemical logistics. Mr. R. Parameshwaran, National Manager – Sales, V-Logis, further highlighted the importance of service discipline, compliance-led handling, and multimodal readiness. The sessions reinforced the critical role of robust logistics infrastructure in supporting the next phase of growth for India's chemical value chain.



Our Executive Director of V-Trans and CEO of V-Logis, Mr. Ronak Shah, along with Mr. R. Parameshwaran, engaged in insightful dialogues at Chemlog India 2025, sharing perspectives on logistics excellence and industry growth

V-TRANS FUTURE OF SUPPLY CHAIN, LOGISTICS & WAREHOUSING SUMMIT 2025

The 11th edition of the Future of Supply Chain, Logistics & Warehousing Summit & Awards 2025, organised by UBS Forums, commenced with a strong focus on resilient, technology-enabled, and sustainable supply chain models. V-Trans (India) Ltd., as the National Logistics Partner, joined industry leaders at the inauguration, represented by Mr. Vikas Shekhar, AVP – Northern & Eastern India, V-Trans, during the lamp-lighting ceremony.

Strategic discussions throughout the summit highlighted AI-driven visibility, intelligent operations, and execution discipline as key enablers for future-ready supply chains. Mr. Aditya Shah, Executive Director V-Trans & CEO – V-Xpress, and Mr. Kapil Dwivedi, National Manager- NAM Accounts, V-Xpress participated as key panelists, sharing insights on smart freight solutions, integrated logistics, and building stable, scalable supply chain ecosystems for evolving manufacturing needs.



Insightful discussions at the forum by the leadership team and valuable client interactions by our North Region team at the stall at UBS Summit 2025

KEY INDUSTRY LEADERSHIP EVENTS

GRI WAREHOUSING & LOGISTICS CONFERENCE

India's warehousing sector is evolving rapidly, with rising land costs and demand for faster, in-city access driving the need for flexible, future-ready logistics parks. At the GRI Conference, industry leaders discussed mixed-asset models, digital readiness, and innovative designs to support the next phase of supply chain growth.

Mr. Ronak Shah, CEO – V-Logis & Executive Director – V-Trans (India) Ltd., shared insights on multi-level warehouses, changing tenant expectations, and how automation and sustainability features enhance returns. V-Logis continues to build parks that improve utilization, enable easier city access, and support occupiers with adaptable, efficient operations.



Our Executive Director of V-Trans and CEO of V-Logis, Mr. Ronak Shah engaging in discussions at the GRI Summit 2025

V-TRANS WINS OVERALL EXCELLENCE AWARD 2025 | CII SCALE AWARDS

V-Trans proudly received the Overall Excellence Award 2025 in Logistics Excellence at the CII SCALE Awards, held on 4th–5th December at HICC, Hyderabad. The recognition spans Road Transportation, Express Logistics & special Goods, and Third-Party Logistics (3PL), highlighting our commitment to building a seamless, technology-driven, and customer-centric logistics ecosystem for India. Mr. Laxman Pagadala, South Zonal Head, along with his team, accepted the award on behalf of the group. He also represented V-Trans through an impactful presentation, showcasing our capabilities, innovations, and commitment to excellence. This milestone stands as a testament to the dedication, professionalism, and values that define the V-Trans family. Congratulations to the entire team for this remarkable achievement!



Glimpses of the V-Trans South team receiving the Overall Excellence Award 2025 at the CII SCALE Awards, with the presentation by Mr. Laxman Pagadala, South Zonal Head of V-Trans India.

V-TRANS AT JITO JOB FAIR 2025

V-Trans (India) Ltd. participated in the JITO Jobs Fair 2025, conducting on-site interviews and engaging with prospective talent. Our stall provided a platform to showcase career opportunities, shortlist candidates, and issue offers directly. The event was attended by our HRD team colleagues, highlighting V-Trans' active role in talent acquisition. The event was further honored by a visit from Mr. Ashok Shah, Chairman – Emirates, underscoring the significance of the fair and V-Trans' commitment to attracting skilled professionals.



Chairman - Emirates Mr. Ashok Shah with at JITO Job Fair 2025 — engaging talent, showcasing opportunities, and driving careers forward

MANAGEMENT VISITS & INDUSTRY ENGAGEMENTS

MANAGEMENT VISITS AT V-TRANS LUCKNOW HUB

Mr. Ashok Shah, Our Chairman of Emirates, visited the V-Trans Lucknow Hub, exploring operations and engaging with the team. The visit also included the RO Office, where meaningful interactions highlighted the dedication, professionalism, and commitment of our staff. It was an enriching experience that reinforced leadership and operational excellence.



Visit by Mr. Ashok Shah, Chairman – Emirates, at V-Trans Lucknow Hub & RO Office.

AUTO CONNECT 2025 | PUNE HYATT | 14TH NOV 2025

Improving finished vehicle movement and strengthening last-mile delivery remain key focus areas for the automotive sector. At AUTOCONNECT 2025, industry leaders gathered to share practical insights on smarter, faster, and more dependable logistics solutions for OEMs and dealer networks across India.

Mr. Kapil Dwivedi, National Manager- NAM Accounts V-Xpress, participated as a key panelist, discussing current challenges, evolving customer expectations, and the importance of strong coordination across the distribution chain. The session highlighted strategies to drive efficiency, reduce delays, and enhance customer experience in a rapidly changing market.



Engaging discussions and insights at Auto Connect 2025



NEW KEY JOINERS

**Mr. Dhananjay Prasad**

Designation: Vice President – FTL & Business Development
Joined on: 18th August 2025
Vertical: V-Trans
Location: Delhi, North I (Regional Office)
Experience: 25+ years
Previous Organizations: Jio-bp Reliance, DTDC Express, Ritco Logistics, and many more

**Mr. Suresh Annavajhala**

Designation: Assistant Vice President – Sundry Sales
Joined on: 24th September 2025
Vertical: V-Trans
Location: Mumbai, Head Office
Experience: 30+ years
Previous Organizations: Gati, VRL, Sical Logistics, and many more

**Mr. Rajeev Kumar**

Designation: National Manager – Operations
Joined on: 1st December 2025
Vertical: V-Logis
Location: Mumbai, Head Office
Experience: 19+ years
Previous Organizations: Skechers, DTDC, Coffee Day Group, and many more

**Mr. Raj Kumar Negi**

Designation: National Manager – HR
Joined on: 5th September 2025
Vertical: V-Xpress
Location: Mumbai, Head Office
Experience: 20+ years
Previous Organizations: DTDC, Videocon Group, Stellar Value Chain Solutions, and many more

**Mr. Ravikant Tyagi**

Designation: Regional Manager – Baroda
Joined on: 10th December 2025
Vertical: V-Trans
Location: Baroda, Regional Office
Experience: 21+ years
Previous Organizations: ARC Future Supply Chains, Patel Roadways, and many more

**Mr. Santosh Kumar Singh**

Designation: Corporate Manager – Sales, North-I
Joined on: 10th December 2025
Vertical: V-Trans
Location: Delhi, North I (Regional Office)
Experience: 34+ years
Previous Organizations: Kaushalya Logistics, Adhunik Logistics, ARG Logistics Ltd and many more

**Mr. E. S. Balaji**

Designation: Deputy Regional Manager – Chennai
Joined on: 22nd September 2025
Vertical: V-Xpress
Location: Chennai (Regional Office)
Experience: 26+ years
Previous Organizations: Sugam Parivahan, Magenta EV Solution, Sahara Express, and many more



V-XPRESS PREMIER LEAGUE

The V-Xpress Premier League held on 14th December, brought together six energetic teams for an exciting Box Cricket Tournament filled with teamwork and sportsmanship. The event was graced by Mr. Aditya Shah, CEO – V-Xpress, who interacted with teams and encouraged the participants. The day reflected strong bonding and the vibrant V-Xpress spirit of playing and growing together.



Moments from the V-Xpress Premier League

SHREE BIDADA SARVODAYA TRUST A LEGACY OF COMPASSIONATE CARE

Access to quality healthcare remains a challenge in many rural and underserved regions of India. Institutions driven by compassion, service, and long-term vision play a vital role in bridging this gap and strengthening community well-being.

One such institution is Shree Bidada Sarvodaya Trust, based in Bidada, Kutch (Gujarat). Established over five decades ago, the Trust has grown from a modest initiative into an integrated healthcare campus, serving more than 4 million patients through free and subsidized medical care.

The Trust provides multi-disciplinary healthcare under one roof, including a General Hospital, Rehabilitation Centre, Nature Cure Centre, Yoga & Wellness Centre, and Healing Centre, combining modern medicine with holistic healing. Recognized nationally, the Trust received the National Award in 2012 for the Empowerment of Persons with Disabilities, presented by the Hon'ble President of India, Shri Pranab Mukherjee.

Spanning 24 acres, the Trust is supported by 250+ staff, 24 resident doctors, and 28+ visiting specialists, caring for 500+ outpatients and 160+ inpatients daily. Its community initiatives include 8 Sadhu Sadhvi Care Centres, 90+ annual medical camps, 8000+ child health check-ups, and an 85-seat auditorium to host educational and wellness programs.

A cornerstone initiative is the Annual Free Mega Medical & Surgical Camp, held every January, covering 28+ medical specialities and providing free treatment to over 15,000 patients annually. In 2024, the Trust proudly marked 50 consecutive years of this transformative service.

Looking ahead, the Trust is expanding into healthcare education with upcoming Diploma and Degree programmes in Naturopathy, in collaboration with KSKV Kachchh University, furthering its commitment to long-term community impact.

Aligned with this vision, V-TRANS Group is proud to be associated with Shree Bidada Sarvodaya Trust since its inception, supporting initiatives that enhance healthcare access, uplift under-served communities, and improve overall well-being across the Kutch region.



Glimpses of SBST Campus & Facilities

HIGHLIGHTS

V-XPRESS BPL – WHERE EXCELLENCE MEETS PASSION

The V-Xpress Branch Premier League (BPL) is an ongoing initiative designed to spotlight outstanding branch performance across key business parameters. It acknowledges teams that consistently deliver results while upholding service quality and operational discipline.

Driven by a clear and objective evaluation process, BPL promotes teamwork, performance ownership, and customer-focused execution, strengthening a culture of continuous improvement across our express network.

KISKA BRANCH JEETEGA?
YEH BPL HAI BOSS!

TOP THREE RETAIL EXCELLENCE BRANCHES
Dec 25

RANK	A RETAIL BRANCH	B RETAIL BRANCH	C RETAIL BRANCH
1	VATVA_ROADI	KOLHAPUR_ROPUX	KANAKPURA ROAD_ROKAX
2	GURGAON_RONRH	JODHPUR_ROADI	K.R.PURAM_ROKAX
3	SATIVALI_ROMAX	PANIPAT_RONRH	PONDICHERRY_ROCNE

Top Performing Branches in Retail Performance – Dec 2025

KISKA BRANCH JEETEGA?
YEH BPL HAI BOSS!

TOP THREE SERVICE EXCELLENCE BRANCHES
Dec 25

RANK	A SERVICE BRANCH	B SERVICE BRANCH	C SERVICE BRANCH
1	VATVA_ROADI	MADURAI_ROCOM	SALEM_ROCOM
2	MUNDKA_RONRH	KOLHAPUR_ROPUX	DEWAS NORTH_ROADI
3	MAHAPRA ROMAX	THUDIYALUR_ROCOM	DASHRATH_RSGUJ

Top Performing Branches in Service Excellence – Dec 2025

MOTIVATIONAL STORY

Sameer lived in a small village in the mountains. For many years, he worked in a distant city to earn a living. One day, he decided to return to his village and live a peaceful life. With this thought in mind, he packed his belongings and began his journey home.

His journey started on foot. The path to his remote village was long and difficult. After walking for hours, he reached a big river. Because it was the rainy season, the river was heavily flooded. Sameer could not reach his village without crossing it. Evening was approaching, and he knew he had to reach before it became completely dark. The water level was not going down, so Sameer used his presence of mind. He collected bamboo from the forest and tied them together with strong vines. He built a simple raft and used it to cross the river safely.

After crossing, he felt grateful. "This raft helped me so much," he thought. Believing it might help again, he tied the raft to his back and continued walking. But soon he reached a dense forest. The path through it was so narrow that only one person could pass at a time. It was impossible to enter the forest while carrying the raft. At that moment, Sameer realized that if he wanted to move forward, he would have to leave the raft behind.

He placed the raft down, took a deep breath, and entered the forest. With determination and courage, he crossed the thick woods and finally reached his village safely.

Moral - To grow in life, we must choose wisely at the right moment. At times, we must release our old comforts so we can step into new opportunities.



V- TRANS BENEFITS FOR WEDDING LOGISTICS



Racking arrangement for suitcases, bags, and other luggage



Apparel hanging solutions for ethnic and formal wear



Secure hanging system for garment bags



Suitcases and bags neatly organized in the rack system



*The Perfect **Logistics** Partner For Your Destination Wedding*

Minimize the stress of organizing your destination wedding with V-Trans' end-to-end wedding logistics solutions. We ensure seamless transportation of wedding décor, outfits, furniture, food items, gifts, and event equipment.



Expert team and customized vehicles for flawless service



Secure lock-and-key system for the safety of your goods