Maitrio™
Human.Machine Future: *Aligned*

Advanced Manufacturing | Critical Infrastructure | Academia & Talent Ecosystems

From industrial ambition to measurable performance.

Maitrio brings experienced industrial leadership and a growing specialist ecosystem together to help organisations build, improve and transform complex operations.

Who we are

Company	Maitrio Pte. Ltd.
Headquarters	Singapore
Presence	Kaohsiung, Taiwan
Specialist ecosystem	18 specialist companies today, and growing
Languages	English and Traditional Chinese

Where we help

Build new. Develop new industrial capacity: coordinate engineering and infrastructure, integrate equipment and systems, and prepare the people and routines that will run it.

Improve existing. Raise reliability, throughput, quality and digital adoption in operations that are already running, and keep hard-won expertise in the plant.

Expand and transform. Add capacity, introduce new technology and change workflows while output continues, with teams ready for how the plant will run next.

Three pillars, judged by operating results

SMART MANUFACTURING AND DIGITAL TRANSFORMATION

Data and systems people use every shift

- MES and IT/OT adoption
- Data readiness and analytics
- AI in daily engineering work

OPERATIONAL EXCELLENCE

Stable tools and predictable output

- Availability, MTTR and OEE
- Commissioning and EHS
- Lean and Six Sigma

WORKFORCE TRANSFORMATION

People qualified before the tools need them

- Role readiness and competency
- Technician training pathways
- Adoption and change

Complex programmes lose time at the interfaces

Delays rarely sit inside one specialist's scope. They appear where facilities, equipment, systems and people meet. Typical slips in a factory programme:

- Hook-up waits on cleanroom completion
- Utilities are late at tool move-in
- MES is not live at qualification
- Users are not trained on MES
- Teams are not ready for automation
- Automation is unproven at handover

Maitrio works at these interfaces with one integrated plan and readiness evidence at each gate.

Intended outcomes are what an engagement would target and measure, not past results.

Specialists who deliver as one programme

18 specialist companies today, covering the capability areas below. Each joins a programme only where the problem needs it, under its own scope and contract.

Maitrio's role: **Understand › Architect › Mobilise › Coordinate › Support adoption › Measure**

Industrial planning
- Master planning
- Site and infrastructure
- Operating requirements

Facility engineering
- Controlled environments
- Critical utilities
- EHS

Installation and hook-up
- Process gases and water
- Electrical
- Exhaust and drainage

Connected operations
- Automation
- IT/OT and MES
- Data and AI

Production ramp
- Qualification
- Yield and throughput
- Reliability

People and capability
- Workforce readiness
- Immersive learning
- Lean and change

Not every specialist works on every engagement, and Maitrio does not own the specialist companies. We name partners publicly only with their agreement.

Industries

Advanced manufacturing: Throughput, OEE, Downtime

Semiconductor and OSAT: Tool availability, MTTR, Yield

MedTech: Deviations, Rework, Uptime

Solar PV: Yield, Throughput, Scrap

Data centres and critical infrastructure (emerging focus): Milestones, Handover exceptions

Academia and talent ecosystems: Competency, Employer participation

Possible measures, not past results.

From qualification to factory readiness



Only the employer can authorise someone to work independently.

Vijindra G P
Co-Founder & Managing Director

30+
years in industrial engineering and semiconductor manufacturing

Fab start-up and manufacturing readiness
- Two 300mm fab start-ups and a 200mm-to-300mm conversion
- Equipment readiness with MES, AMHS, SPC and FDC integration

Technology transition and OEM collaboration
- Immersion lithography from development to volume production
- A secure remote-operations framework with 20+ equipment vendors

Global transformation leadership
- Multi-site programmes across Singapore, Germany, India and the US
- Automation and analytics scaled from pilot to production

Experience gained in leadership roles before founding Maitrio. These were not Maitrio projects.

Ways to start

- **For industry:** An operational diagnostic, a roadmap or specialist co-delivery.
- **For data centres:** A scoped readiness or capability assessment.
- **For academia:** An industry-alignment workshop, a competency framework or a pilot.
- **For government:** A capability assessment and stakeholder alignment.

Diagnose › Define › Mobilise › Deliver. Roles, accountability and commercial terms are agreed for each engagement before work starts.

Start with one clear opportunity

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Leadership experience was gained in roles before Maitrio was founded. Specialist capabilities belong to the specialist companies.