

Validere's collective values.

Validere's values are shown in our words, actions, and people. They guide difficult decisions, attract great people, differentiate us in the minds of our stakeholders, and make Validere a great place to be from.

Values **are not** shown by what gets hung on the wall. Values **guide our toughest decisions**.



1

Deliver the Highest
Value

2

Remove
Friction

3

Everyday more
Scalable

Be Well, Fair &

Transparent



1

Deliver the Highest
Value

1

Deliver the Highest
Value

Don't fall in love with your tools. Fall in love with your customers.

Because...the 2nd Law of Thermodynamics

1

Deliver the Highest
Value

Zoom in on the largest
opportunity; be mindful
of the opportunity cost.

Assume your customer only has time to do
one new thing this year.

1

Deliver the Highest
Value

Find the root of complex problems. Dig deeper to solve them.

1

Deliver the Highest
Value

Quantify value accurately.
Don't believe your own BS.



2

Remove
Friction

2

Remove

Friction

Measure success on
executing insights, not
finding them.

2

Remove

Friction

Zero tolerance for
customers doing a lot of
work.

2

Remove

Friction

It's our fault if customers
don't understand our
insights.

2

Remove
Friction

Reduce friction for
customers > your team
> **you** (in that order).

- no egos
- no silos
- no sacred cows



3

Everyday more
Scalable

3

Everyday more
Scalable

Solve for one, systemize
for many. $dV_i/dN > 0$.

3

Everyday more

Scalable

Unscalable OK short term to drive frictionless value, not in the long term.

3

Everyday more

Scalable

Make yourself scalable:
live & work smarter (not just
harder).

Promote wellness & balance. It's a marathon, not a
sprint.



4

Be well, fair &
Transparent

4

be well, fair &

transparent

Always default to fairness
& transparency.

4

be well, fair &

transparent

We make better decisions
when all data and ideas
are shared.

4

be well, fair &

transparent

Subscribe to idea
meritocracy and build
support with data, not
titles or opinions.

4

be well, fair &

transparent

This is a great job, but a
job. We don't own your
mind, body & soul.

4

be well, fair &

transparent

Life is short. Be kind &
always give the benefit
of the doubt.



Value

Friction

Scalability

Transparency

Always start at the top.

You can't deliver value frictionlessly if there is no value to deliver.

You can't serve many if you can't serve one.

Our collective ideals & beliefs.

Validere's values are shown in our words, actions, and people. They guide difficult decisions, attract great people, differentiate us in the minds of our stakeholders, and make Validere a great place to be from.

deliver the highest value

- Don't fall in love with your tools. Fall in love with your customers.
- Zoom in on the largest opportunity. Be mindful of the opportunity cost.
- Find the root of complex problems. Dig deeper to solve them.
- Quantify value accurately. Don't believe your own BS.

remove friction

- Measure success on executing insights, not finding them.
- Zero tolerance for customers doing a lot of work.
- It's our fault if customers don't understand our insights.
- Reduce friction for customers > your team > you (in that order). No egos, silos, or sacred cows.

everyday more scalable

- Solve for one, systemize for many. $dVi/dN > 0$.
- Unscalable OK short term to drive frictionless value, not in the long term.
- Make yourself scalable: live & work smarter (not just harder).

be well, fair & transparent

- Always default to fairness & transparency.
- We make better decisions when all data and ideas are shared.
- Subscribe to idea meritocracy and build support with data, not titles or opinions.
- This is a great job, but a job. We don't own your mind, body & soul.
- Life is short. Be kind & always give the benefit of the doubt.

Always start at the top. You can't deliver value frictionlessly if there is no value to deliver. You can't serve many if you can't serve one.

Validere's Story

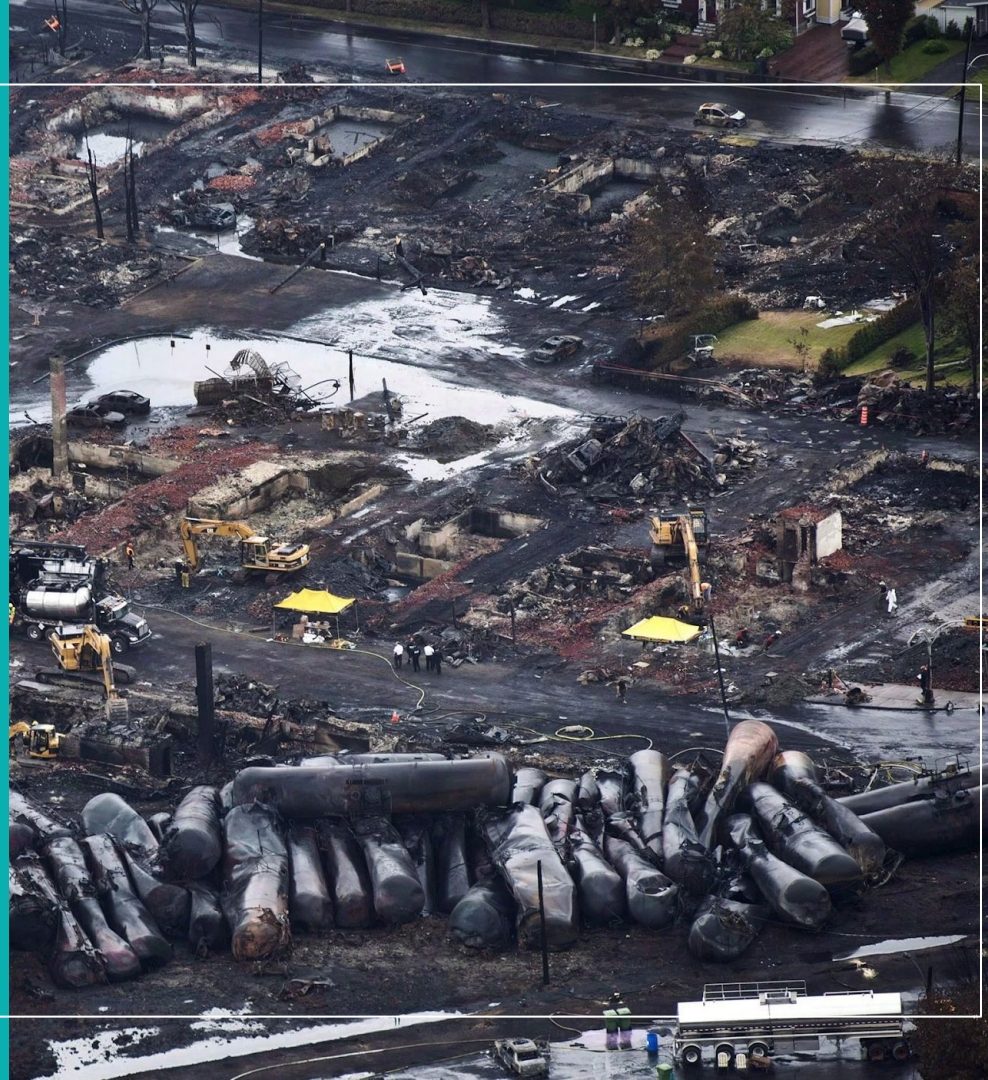
A person stands on a rocky shore at night, looking out at a body of water. The water reflects the vibrant green and blue lights of the aurora borealis, which is visible in the sky above. The scene is dark, with the aurora providing the primary light source. The person is a small figure in the distance, their reflection visible in the water. The foreground is filled with dark, silhouetted rocks.

On a mission to make the world's largest
supply chain transparent and efficient.

Harvard born.



Tragic incident
uncovered
fundamental gap.



Got our hands
dirty in Western
Canada.



Notable tech &
energy investors
backed our
mission.

WiNG

greylock
partners.

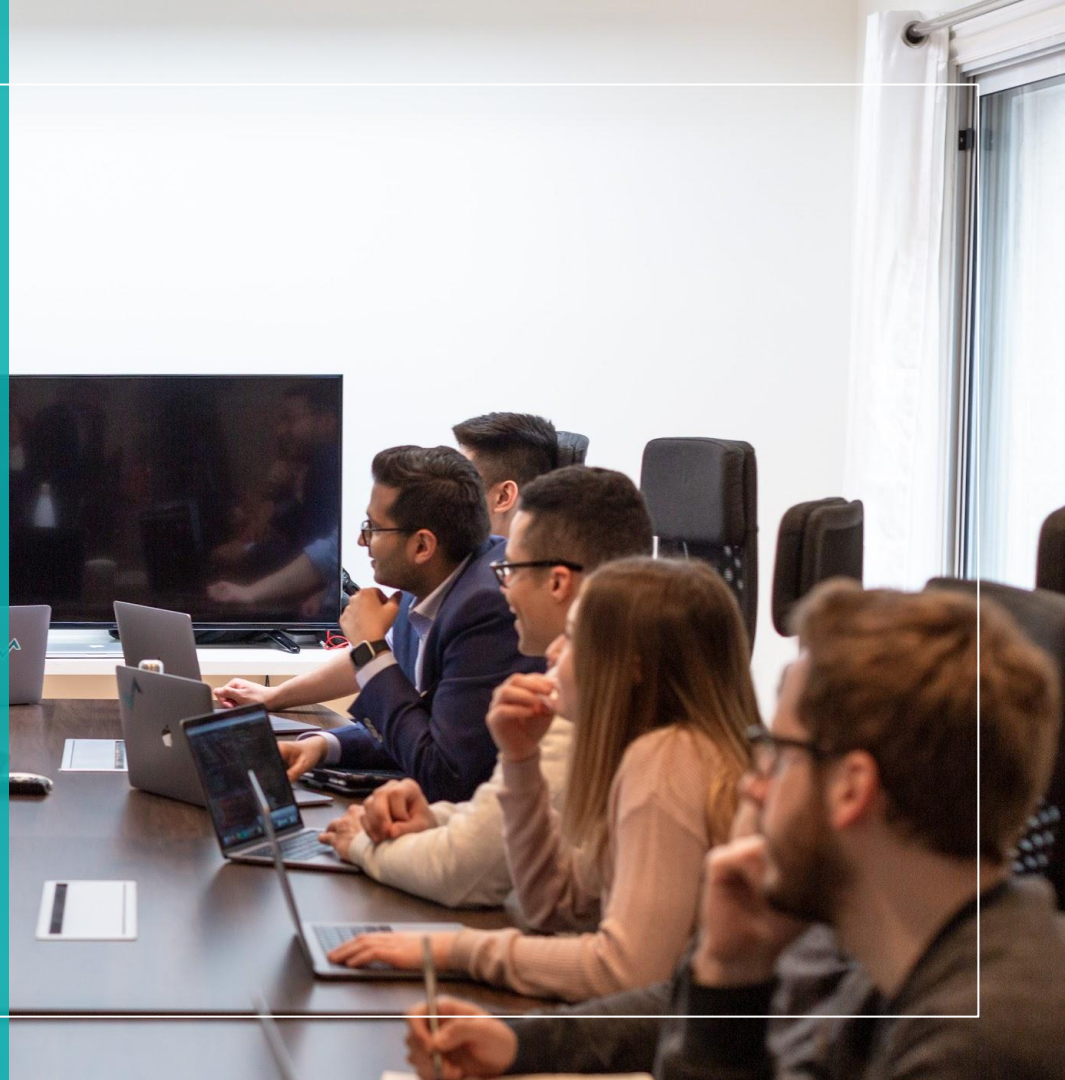
Y Combinator

Fuel Capital

MOMENT
VENTURES

SALLYPORT
investments

Some of the
brightest minds
joined us.



Houston, here
we grow.



Validere Houston

Optimizing over
5,000,000
barrels per day



Championing
environmental
transparency
and efficiency.

