



VALIDERE DNA - CULTURE BOOK

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.

0.1

Deliver the
highest value

0.2

Remove
friction

0.3

Make it more
scalable everyday

Be fair and transparent | Stay well & safe

0.1

Deliver the
highest value.

To make an impact on the world, our customers, and our team, find and deliver the highest value.

0.1

Deliver the
Highest Value



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

Because...the 2nd Law of Thermodynamics

0.1

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.

0.1

Deliver the
Highest Value



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

0.1

Deliver the
Highest Value



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

A large, light-colored circle with a solid outer ring and a dashed inner ring, framing the number 0.2.

0.2

Remove friction.

Make things easy for customers, colleagues, and yourself — in that order. Identify friction points and take the necessary steps to eliminate them.

0.2

Remove
Friction



Measure success on
executing insights,
not finding them.

0.2

Remove
Friction



Customers should
never have to do a lot
of work - make it
seamless for them.

0.2

Remove
Friction



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

0.2

Remove
Friction



Remove any and
all constraints.
No egos, no silos,
nothing off limits.

0.3

Make it more
scalable everyday.

You've found and delivered the value. You've eliminated any barriers that stand in the way. Now, what can you do to scale that value?

0.3

Make it More
Scalable Everyday



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

0.3

Make it More
Scalable Everyday



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

0.3

Make it More
Scalable Everyday



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

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



Be fair and transparent.

Fairness and transparency underpin everything we do.



Be Fair and
Transparent



Always default to
**fairness &
transparency.**



Be Fair and
Transparent



Seek first to
understand, then to
be understood.



Be Fair and
Transparent



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



Be Fair and
Transparent



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



Be Fair and
Transparent



Embrace our “no door”
approach, where
everyone has access
to everyone.



Be Fair and
Transparent



Be generous
with your time,
and invest in the
development of others.



Stay well & safe.

This is a great job, but your wellness is what's most important. Find balance and do what you need to do so you thrive in life and at work.



Stay
Well & Safe



Promote balance
and wellbeing.
It's a marathon,
not a sprint.



Stay
Well & Safe



Enjoy the journey and
celebrate every win.



Stay
Well & Safe



Speak up if you
see something that
isn't right.



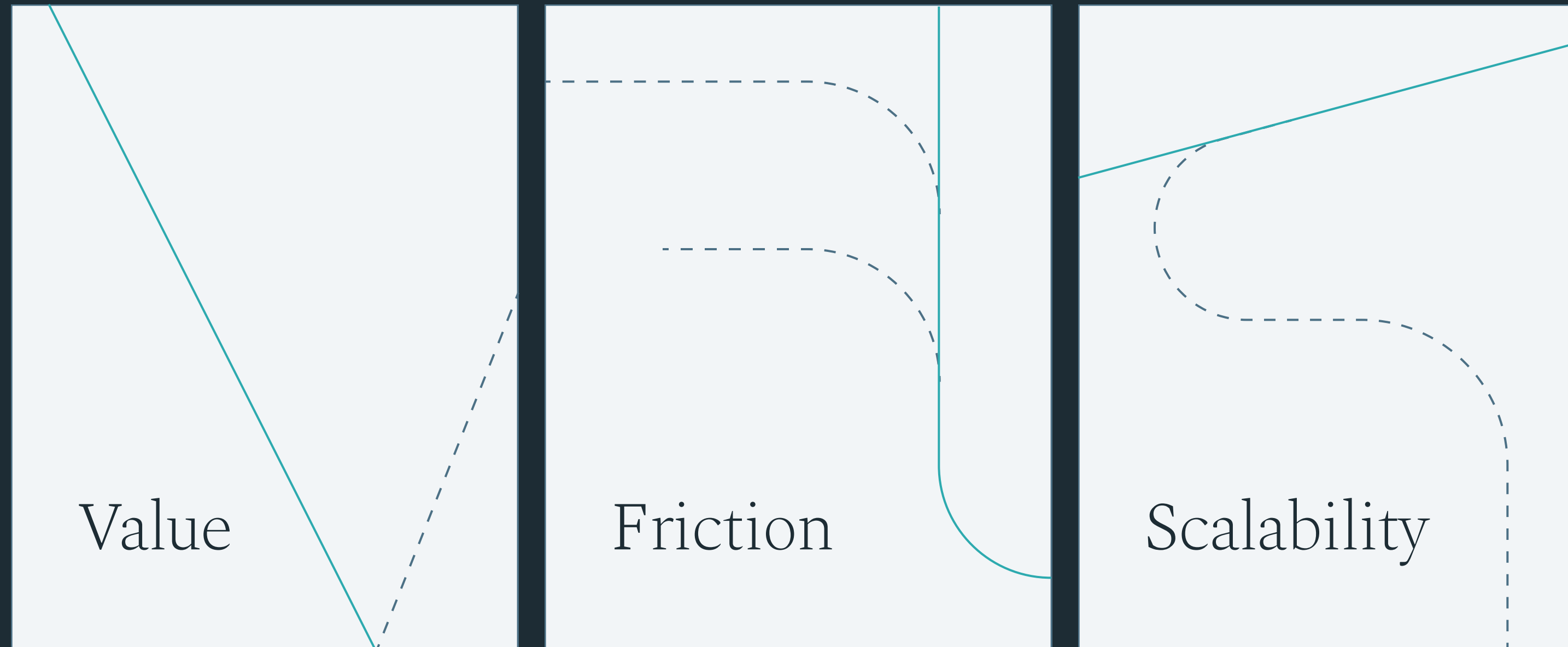
Stay
Well & Safe



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.



Transparency & Safety







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.

To make an impact on the world, our customers, and our team, find and 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.

Make things easy for customers, colleagues, and yourself — in that order. Identify friction points and take the necessary steps to eliminate them.

- Validere Measure success on executing insights, not finding them.
- Validere Customers should never have to do a lot of work - make it seamless for them.
- Validere It's our fault if customers don't understand our insights.
- Validere Remove any and all constraints. No egos, no silos, nothing off limits.



Make it more scalable everyday.







You've found and delivered the value. You've eliminated any barriers that stand in the way. Now, what can you do to scale that value?

- ✓ Solve for one, systemize for many. $dV_i/dN > 0$.
- ✓ Unscalable is OK short term to drive frictionless value, but not in the long term.
- ✓ Make yourself scalable: live & work smarter (not just harder). Promote wellness & balance. It's a marathon, not a sprint.



Be fair and transparent.





Fairness and transparency underpin everything we do.

-  Always default to fairness & transparency.
-  Seek first to understand, then to be understood.
-  We make better decisions when all data and ideas are shared.
-  Subscribe to idea meritocracy and build support with data, not titles or opinions.
-  Embrace our “no door” approach, where everyone has access to everyone.
-  Be generous with your time, and invest in the development of others.



Stay well & safe.

This is a great job, but your wellness is what's most important. Find balance and do what you need to do so you thrive in life and at work.

-  Promote balance and wellbeing. It's a marathon, not a sprint.
-  Enjoy the journey and celebrate every win.
-  Speak up if you see something that isn't right.
-  Life is short. Be kind & always give the benefit of the doubt.

Validere's story



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.



BlackRock.

WiNG



greylockpartners.

Y Combinator

Some of
the
brightest
minds
joined us.



Houston,
here we
grow.



Optimizing
over
5,000,000
barrels
per day.



Championing
environmental
transparency
and efficiency.

