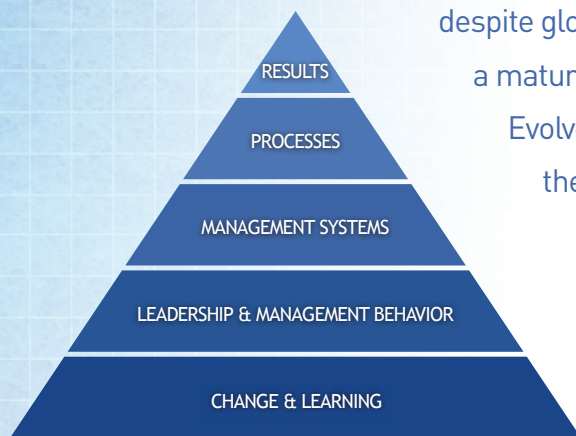


Unlocking Value by Achieving your Best Day...Every Day

Helping Deliver Predictable, Repeatable and Sustainable Performance



Organizational Space™

Chemical manufacturers are continually challenged to maintain profitability despite globally shifting market conditions and capital constraints with a mature asset portfolio already producing at nameplate capacity.

Evolve's approach is designed to help our client leaders embrace these challenges and deliver sustainable results by improving the engagement and alignment across the enterprise. Through the journey of a Performance Excellence Transformation program, we work across the organizational functional silos to address the levers to unlock capacity, reduce unit costs, increase earnings and dramatically improve return on capital employed (ROCE).

At Evolve, we understand what it takes to tap into the potential of your business. We use the proven Organizational Space™ Model that cuts across all aspects of the business. We partner with your leaders to reach and engage the wider workforce in how they can contribute to that breakthrough by clarifying and streamlining work processes, accelerating cross-functional decision-making, and identifying and reinforcing common behaviors and leadership capability. Our approach helps leaders learn to enable their people to make critical decisions at the right level and frequency. Most importantly, we do this by leveraging your existing investments and improvement efforts.

Across every Chemical organization, people need to believe that the potential for new learning and higher levels of performance are possible. The value of overcoming these

perceived limits to learning is not about a specific production target or utilization rate. It is connected to the value you create as a leader when your people challenge their limit on any given day, under any given circumstance they are presented with at that time, and achieve more than they thought possible. This mindset helps to remove barriers and enable your experts to do what they do best.

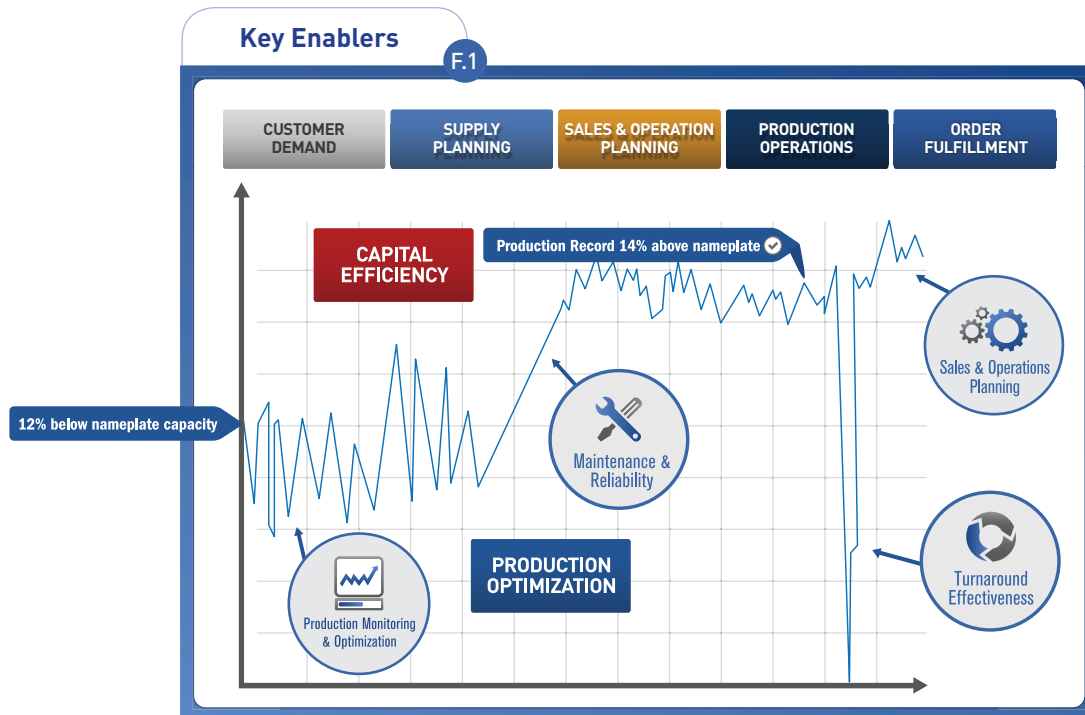
A workforce that **believes** that better is possible has a strategic advantage. That, combined with a clear line of sight as to how their personal performance is relevant to the overall business goal along with the appropriate level of autonomy to make decisions, transforms your business to a new level. This unlocks the potential to capture the additional value of your organization and your business.

"Many of our clients are discovering that substantial improvements in safety, production and costs can be achieved by maximizing the performance of the people who work there – something we refer to as "Human Debottlenecking™."



Evolve partners with leading Chemicals Operators

to help them achieve breakthrough performance through Business Excellence.



Consider a Chemical manufacturer that is not meeting nameplate plant capacity and the new leadership team wants to take a different approach to improve performance and unlock capacity. They decided to partner with Evolve to help them launch a Production Excellence Transformation initiative. F.1 Long term success in Chemicals operations requires engaged and capable teams using clear and common ways of working to deliver continuous improvement throughout the lifecycle of an asset. Evolve partners with these companies to help them achieve breakthrough performance through Business Excellence.

"Evolve really helped us understand which levers to pull and how to overcome resistance to change. What became clear almost immediately was a different level of focus on results... we were going to change a lot of processes and we were going to learn a lot – but we weren't going to do anything unless its was going to help us get the results we had targeted.."

Reliability Team Lead
Downstream Client

POINT OF VIEW

Typical Challenges

Mature production assets that require significant CAPEX investment to modernize and improve energy efficiency

Union environment / aging workforce / embedded culture that has been historically resistant to changes

Recurring reliability issues – unplanned downtime, frequent changeovers, mis-alignment across maintenance & production scheduling

Complex product portfolio: Hundreds of products with less than 10% of SKUs making up 80+% of overall volume

Capital project execution performance that returns value much lower and taking much longer than planned

Evolve's Approach

ENGAGING: Engage the entire organization at the outset of the program to conduct studies, identify tactical improvements, recognize behavior gaps and build and present the case for action to executive leadership. Coach stakeholders along the improvement journey

STRUCTURED: Mobilize the improvement program across 4-5 themes: i.e. *Reliability, Production Optimization, Project Execution, Leadership & Performance Management*. These themes are chartered with outcomes, milestones, and results plans that are reviewed weekly

EXPERIENTIAL: Align the improvement program design and the capability development of key reliability improvement tools and models directly around the actual improvement initiatives

RESULTS FOCUS: Drive the program team towards a "First Result" to build momentum. Track and communicate results frequently. Share learnings and celebrate success

TYPICAL RESULTS

5-10%

Improvement in OEE

characterized in 10-15% improvement in First Pass Yield with significant reductions in day-over-day output variance

15-20% reduction in Capital Employed



Capital Project ROI delivered On Time In Full

Best demonstrated production that EXCEEDS nameplate capacity with little or no CAPEX invested

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