

SYNERGOS

Global management consulting

C O R P O R A T E B R O C H U R E



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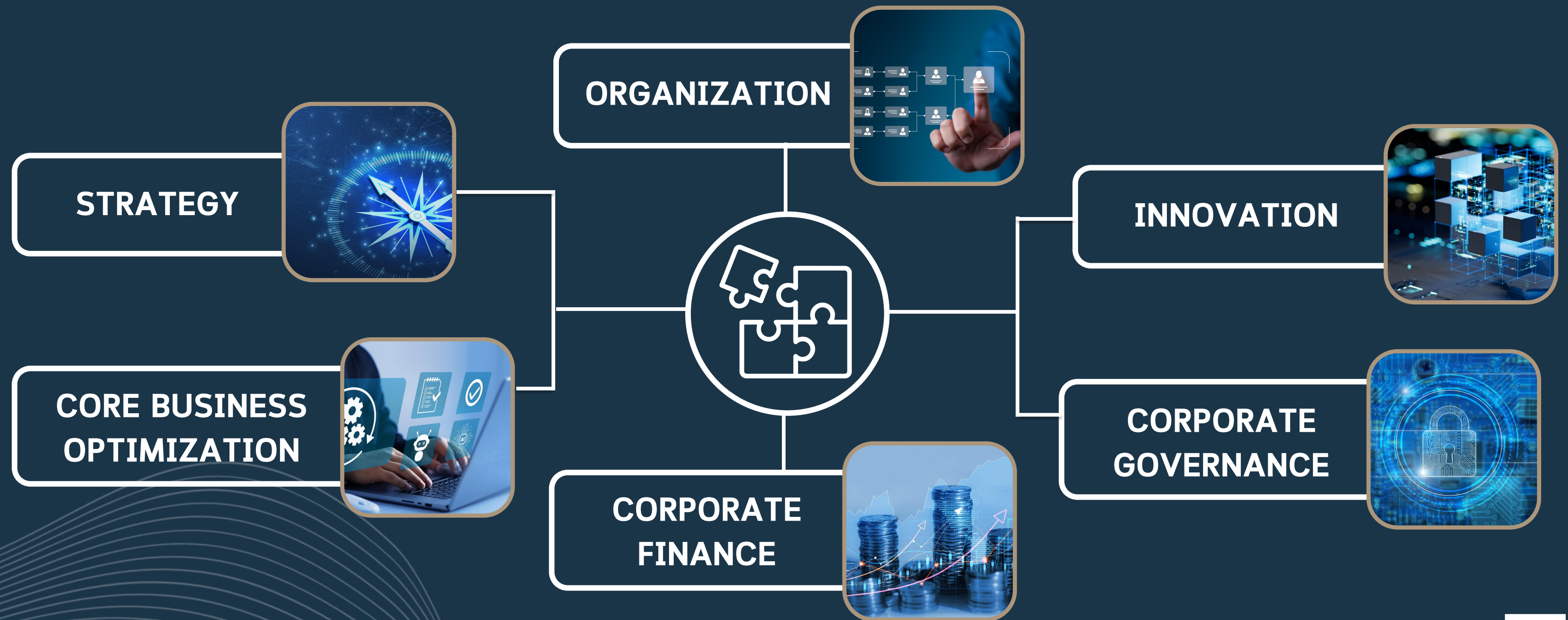
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ABOUT US

- We are business advisors for private and public companies, operating across North, Central, and South America.
- We add value to our clients by defining and implementing their strategies.
- We achieve high-impact results through a highly qualified consulting team of different nationalities with complementary strengths.
- Since 2006, we have successfully supported over 100 organizations across the continent, in nearly every industry.
- In short, **we help our clients capitalize on opportunities and solve problems.**

OUR CAPABILITIES



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SYNERGOS STRATEGY™

We help leaders make strategic decisions that create sustainable competitive advantages.

METHODOLOGICAL APPROACH

- 1. Business strategic diagnosis and priorities:**
Analysis of main strengths, opportunities, weaknesses, and threats.
- 2. Definition of purpose:**
Clarify the “why” of the business and the desired horizon.
- 3. Alignment workshops (where to play / how to win):**
Collaborative processes with the leadership team to define focus areas and key bets.
- 4. Design of strategic objectives and action plans:**
Define strategic pillars, develop objective matrices, and detailed action plans (activities, responsibilities, timelines, and investment amounts).
- 5. Governance model and strategic dashboard:**
Practical tools to ensure monitoring, accountability, and adjustments.

INTERVENTION OPTIONS

Version	Typical Scope	Estimated Duration
Essential	Strategic Diagnosis and Basic Roadmap	Between 6 and 8 weeks
Standard	Complete Strategy + Action Plan	Between 12 and 16 weeks

Timelines are indicative and may vary depending on company size. Implementation is not included.

DELIVERABLES:

- ✓ Strategic Diagnosis and SWOT Matrix
- ✓ Statement of Principles: Purpose and Values
- ✓ WTP / HTW Workshops: Conclusions, Pros and Cons Analysis, and Executive Decisions
- ✓ Strategic Pillars and Objective Matrix by Pillar.
- ✓ Valuation of the Strategic Plan (CAPEX / OPEX Investment Budget)
- ✓ Organizational Communication Plan (Information by Level)
- ✓ Detailed Action Plans

KEY BENEFITS:

- ✓ Clarity in strategic direction and priorities.
- ✓ Alignment of the leadership team around key decisions.
- ✓ An actionable, not theoretical, roadmap.
- ✓ Tools to turn the vision into operational reality.



SYNERGOS CORE BUSINESS OPTIMIZATION™

We increase organizations' productivity and profitability by optimizing their management and operating models.

METHODOLOGICAL APPROACH

1. Core business diagnosis:

Financial and operational analysis to identify loss and complexity areas.

2. Mapping of critical processes:

Evaluate flows, capacities, and bottlenecks.

3. Redesign of the operating model:

Propose high-impact structural and operational adjustments.

4. Economic impact simulation:

Estimate benefits in EBITDA, total cost, and human capital.

5. Implementation plan:

Practical roadmap to execute improvements with clear priorities.

INTERVENTION OPTIONS

Version	Typical Scope	Estimated Duration
Essential	Strategic Diagnosis and Basic Roadmap	Between 6 and 8 weeks
Standard	Complete Strategy + Action Plan	Between 12 and 16 weeks

Timelines are indicative and may vary depending on company size. Implementation is not included.

DELIVERABLES:

- ✓ Detailed diagnosis of the current status of core business efficiency and performance.
- ✓ Identification of relevant operational and financial quick wins.
- ✓ Redesign of key processes.
- ✓ Management model.

KEY BENEFITS:

- ✓ Modernization and professionalization of the business.
- ✓ Sustained improvement of margins and operational efficiency.
- ✓ Organizational and process simplification.
- ✓ Data-backed and feasible decision-making.
- ✓ Renewed focus and alignment around the real value of the business.



SYNERGOS ORGANIZATION™

We design organizations aligned with strategy, empowering talent and accelerating results.

METHODOLOGICAL APPROACH

1. Organizational structure diagnosis:

Evaluate the current structure against business objectives.

2. Design of the optimal architecture:

Define organizational layers, spans of control, and key relationships, as well as required capabilities and profiles.

3. Redesign of related critical processes:

Propose optimization of critical processes directly impacted by structural changes.

4. Economic impact simulation:

Estimate benefits in EBITDA, total cost, and human capital.

5. Implementation plan:

Structured transition roadmap towards the new structure, with quick wins. quick wins.

INTERVENTION OPTIONS

Version	Typical Scope	Estimated Duration
Essential	Business Unit Structure	Between 4 and 6 weeks
Standard	Organizational Design for the Entire Company (Management Level)	Between 8 and 12 Weeks
Premium	Comprehensive Redesign of Structure, Processes, and Capabilities	Between 12 and 16 Weeks

Timelines are indicative and may vary depending on company size. Implementation is not included.

DELIVERABLES:

- ✓ Detailed diagnosis of the current structural status: number of layers, spans of control, reporting lines, and structural opportunities.
- ✓ Identification of relevant organizational quick wins.
- ✓ Design of the organizational architecture aligned with the business strategy.
- ✓ Definition of roles and functions (MOF).
- ✓ Identification of current key talent and gaps (gap analysis) for the present and future of the business.
- ✓ Implementation plan for the organizational redesign.

KEY BENEFITS:

- ✓ Mayor agilidad y eficiencia en la toma de decisiones.
- ✓ Roles claros, equipos alineados y *accountability* real.
- ✓ Organización adaptada a los desafíos estratégicos del negocio.
- ✓ Optimización de costos estructurales sin afectar capacidades críticas.



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SYNERGOS CORPORATE FINANCE™

We advise and work alongside our clients in making financial decisions and implementing them to increase real value generation and foster sustainable growth.

METHODOLOGICAL APPROACH

1. Financial diagnosis:

Evaluate financial statements, business model, capital structure, and strategic priorities.

2. Presentation to key counterparts:

Advise our client in preparing and presenting their business to potential financiers or investors, as well as in M&A processes.

3. Negotiation and closing:

Provide technical and strategic support in structuring terms, due diligence processes, and coordinating specialized external advisors (legal, tax, or accounting, as applicable) until the transaction is closed.

INTERVENTION OPTIONS

Version	Typical Scope	Estimated Duration
Essential	Focused analysis of a key need or an initial stage of a process (e.g., liquidity, debt structure, profit margins).	Between 2 and 3 weeks
Standard	Business assessment , including financial and strategic indicators.	Between 4 and 6 weeks
Premium	Comprehensive diagnostic with recommendations to enhance value creation and strengthen the company’s financial health, strategy, and long-term sustainability.	Between 7 and 10 weeks

Timelines are indicative and may vary depending on company size. Implementation is not included.

DELIVERABLES:

- ✓ Detailed diagnosis of the current structural status: number of layers, spans of control, reporting lines, and structural opportunities.
- ✓ Identification of relevant organizational quick wins.
- ✓ Design of the organizational architecture aligned with the business strategy.
- ✓ Definition of roles and functions (MOF).
- ✓ Identification of current key talent and gaps (gap analysis) for the present and future of the business.
- ✓ Implementation plan for the organizational redesign.

KEY BENEFITS:

- ✓ Access to competitive and optimally structured sources of financing.
- ✓ Better preparation for financing, restructuring, reprofiling, or M&A processes.
- ✓ Increased visibility and positioning with investors and financial institutions.
- ✓ Strengthened financial governance and strategic alignment.



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SYNERGOS INNOVATION™

We guide organizations in innovating and transforming their business models, products, and services to drive growth and differentiation.

METHODOLOGICAL APPROACH

- 1. Innovation opportunity diagnosis:**
Evaluate the business model, current capabilities, and industry trends.
- 2. Definition of evolution and innovation objectives:**
Align with business strategy and end-customer needs.
- 3. Redesign of the business model and/or product/service portfolio:**
Review and adjust the value proposition, revenue streams, and positioning.
- 4. Identification and implementation of enabling technologies:**
Explore technological solutions that amplify impact and efficiency.
- 5. Roadmap and implementation pilots:**
Practical execution plan with quick wins and early validation.

INTERVENTION OPTIONS

Version	Typical Scope	Estimated Duration
Essential	Diagnosis + redesign of a key component	Between 2 and 3 weeks
Standard	Model review + technological innovation proposal	Between 4 and 6 weeks
Premium	Comprehensive business and technology transformation	Between 7 and 10 weeks

Timelines are indicative and may vary depending on company size. Implementation is not included

DELIVERABLES:

- ✓ Prioritized and valued map of innovation opportunities.
- ✓ Detailed proposal for business model and/or product portfolio redesign.
- ✓ Comparative proposal of enabling technologies.
- ✓ Detailed implementation plan: quick wins, actions, responsible parties, timelines, and investment amounts.

KEY BENEFITS:

- ✓ Sustainable differentiation in a changing environment.
- ✓ Business model aligned with the corporate strategy and medium- and long-term objectives.
- ✓ Product/service portfolio aligned with new market needs and demand.
- ✓ Reduction of operational and commercial obsolescence.
- ✓ Purpose-driven technology implementation, not just following trends.

SYNERGOS CORPORATE GOVERNANCE™

We drive the development and implementation of corporate governance structures and family protocols, ensuring that the business legacy endures over time.

METHODOLOGICAL APPROACH

1. Current governance situation diagnosis:

Review current practices, structure, culture, and gaps.

2. Design of governance model/family protocol (if applicable):

Propose a formal structure (board, committees, rules, and functions).

3. Development of family protocol (if applicable):

Establish rules for succession, participation, and conflict resolution.

4. Board implementation:

Structure sessions, agendas, minutes, profiles, and dynamics.

5. Initial support and board training:

Coaching, workshops, and evaluation of real performance.

INTERVENTION OPTIONS

Version	Typical Scope	Estimated Duration
Essential	Model design + basic protocol	Between 4 y 6 weeks
Standard	Model + protocol + initial training	Between 8 y 12 weeks
Premium	Full implementation + session support	Between 12 y 16 weeks

Timelines are indicative and may vary depending on company size. Implementation is not included

DELIVERABLES:

- ✓ Diagnosis of the current governance model.
- ✓ Design of the optimal governance model (structure and rules).
- ✓ Family protocol.
- ✓ Board meeting agenda and materials.
- ✓ Recommendations report and implementation plan.
- ✓ Support as temporary external board members.

KEY BENEFITS:

- ✓ More strategic, structured, and transparent decision-making.
- ✓ Improved governance without unnecessary bureaucracy.
- ✓ A board of directors that adds real value, not just formality.
- ✓ Fewer family conflicts and an orderly succession process.

WHAT SETS US APART

OUR CONSULTING TEAM

It's not us saying it; it's our clients. We have an internationally recognized consulting team. In the consulting industry, methodologies can be replicated, but the people leading the project are irreplaceable.

THE IMPLEMENTATION WE MANAGE

We support companies throughout the delicate process of implementing and managing change. This point is closely related to the previous one: only a senior, experienced consulting team can make things happen and ensure that our clients' staff embrace and take ownership of the new way of working.

THE RESULTS WE OBTAIN

We are confident in our strengths, which is why we are able to offer our clients fixed-variable fee structures that align the interests of both parties.

OUR INTERNATIONAL AND LOCAL PRESENCE

In each country we serve, we have an office with a local partner in charge of that country. This allows us to be international and local at the same time.



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SOME OF OUR CLIENTS

Retail:



Energy:



Construction:



Agribusiness:



Mining:

Quebrada Blanca

Teck



GOLD FIELDS

Cosmetics Industry:



Health:



Infrastructure:



... among other important regional leaders from almost every industry.

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