

# SURESH VAIDYANATHAN

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## SUMMARY

Executive Vice President and energy industry leader with extensive experience driving refining transformation, renewable fuels growth, operational performance, and enterprise-wide modernization initiatives across global markets. Proven track record managing multi-billion-dollar refining and renewable energy portfolios while improving profitability, reliability, cost performance, and operational efficiency. Led large-scale refinery conversion, capital deployment, and digital transformation programs that generated significant margin expansion, recurring cost savings, and long-term operational improvements. Recognized for building high-performing organizations, leading complex business transformation efforts, and aligning cross-functional teams across operations, engineering, commercial, and regulatory functions. Brings global leadership experience across North America, Europe, Asia, and the Middle East with deep expertise in refining operations, sustainable aviation fuel, renewable diesel, and enterprise performance optimization.

## SKILLS

- Refinery Management
- Renewable Energy
- Aviation Fuels
- Operational Leadership
- P&L Oversight
- Cost Optimization
- Capital Investment
- Process Improvement
- Margin Expansion
- Digital Innovation
- Regulatory Compliance
- Safety Management
- Executive Leadership
- Business Transformation
- Strategic Leader
- Business Development
- Tech. Commmove Dev.
- Culture Building

## EXPERIENCE

### PHILLIPS 66 (NYSE: PSX)

Houston, TX

#### Vice President, Renewable Fuels, Emerging Energy and aviation

2023 to Current

Provide executive leadership for Phillips 66's global renewable fuels business, overseeing operations, commercial strategy, capital investments, and regulatory engagement across a rapidly evolving energy market. Manage full P&L responsibility for a multi-billion-dollar portfolio while supporting long-term growth, profitability, and market expansion initiatives.

- Positioned Phillips 66 as the 2nd largest renewable diesel producer in the United States and expanded sustainable aviation fuel (SAF) capacity from 0% to approximately 20% of global production within less than three years.
- Increased annual profitability by nearly \$200M through feedstock diversification and regulatory optimization initiatives, achieving 20% reduction in operating expenses valued at approximately \$100M annually.
- Led development and execution of over \$3B in renewable capital projects, converting a California refinery into one of the world's largest renewable fuels complexes producing SAF and renewable diesel.
- Responsible for global aviation business

### PHILLIPS 66 (NYSE: PSX)

Houston, TX

#### Diversified global energy company

2001 to Current

### PHILLIPS 66 (NYSE: PSX)

Houston, TX

#### Vice President & Chief Engineer, Refining Business

2018 to 2023

Led enterprise-wide refining performance improvement initiatives across 12+ refinery network supporting approximately 9,000 employees, overseeing operational, digital, maintenance, and capital improvement programs focused on safety, reliability, margin enhancement, and long-term operational performance within \$150B refining portfolio.

- Improved refining portfolio cash margins by more than \$500M through operational benchmarking, standardized performance metrics, reliability improvements, and optimization initiatives across multiple refinery assets while maintaining top-tier non-energy cost competitiveness.
- Directed \$1B in capital improvement programs and \$200M+ refining digital modernization initiative, generating nearly \$700M in annual operational improvements and reducing turnaround costs by approximately \$200M annually while enhancing sustained productivity by ~5%.
- Co-led enterprise-wide business transformation initiatives that delivered approximately \$500M in refining cost reductions and contributed to nearly \$1B in company-wide savings through organizational restructuring, operational centralization, and workforce development programs that strengthened technical leadership pipelines.

### PHILLIPS 66 (NYSE: PSX)

Houston, TX

#### Operations Head, Sweeny Refinery Complex

2016 to 2018

Oversaw operations for the company's largest integrated refinery complex with approximately 300kbd refining capacity across five locations and 12K acres. Held responsibility for operational performance, safety, reliability, workforce leadership, and margin improvement across refining, midstream, and chemical operations supporting 1,200 employees.

- Improved refinery throughput by 10–15% and increased operating margins by approximately 15% through organizational restructuring, operational discipline, workforce stabilization, and performance optimization initiatives across the integrated refining complex.
- Restored operational stability and workforce accountability by redefining culture, chronic absenteeism and long-standing performance challenges, implementing organizational changes, reducing structural inefficiencies, and strengthening employee engagement processes across a 1,200-person operation.
- Directed safe commissioning and operational integration of approximately \$3B in midstream assets while leading Hurricane Harvey emergency response efforts, completing full refinery shutdown and restoring operations within 7 days during major regional infrastructure disruption.

## PONCA CITY REFINERY

Houston, TX

### Planning and Economics Manage

Directed refinery planning, economics, and margin optimization for large-scale refining operation in volatile market, directly supporting commercial strategy and operational planning to enhance profitability, throughput, and cost efficiency.

- Delivered approximately \$100M in refinery performance improvements through optimization of production planning, margin enhancement strategies, and operational efficiency initiatives, positioning the facility among the top-performing assets in the portfolio.
- Guided refinery economic planning and commercial decision-making during the 2009 industry downturn, contributing \$97M of the company's total \$137M earnings and significantly outperforming peer facilities under adverse market conditions.
- Enhanced business performance through integrated planning models and yield optimization strategies, coordinating cross-functionally between operations, supply chain, and commercial teams to maximize refinery profitability and utilization.

## SULZER CHEMTECH

USA

### Manager, Refining Business

Directed refining business operations across North and South America, supporting strategic growth initiatives, client engagement, and operational performance improvement programs for refinery customers. Managed commercial development activities, technical solution delivery, and regional market expansion efforts within highly competitive refining markets.

- Expanded North American refining business to a market-leading position within approximately two years by strengthening client relationships, improving commercial strategy, and increasing penetration across major refinery accounts.
- Increased regional revenue growth and market share through delivery of process optimization solutions, across multiple customer sites.
- Cultivated long-term partnerships with refinery operators throughout North and South America, driving sustained business growth, enhancing customer retention, and creating new market opportunities across the refining sector.

## KOCH-GLITSCH

### Senior Manager (India) & Senior Engineer (Europe)

Contributed as a founding member of Koch-Glitsch India operations, establishing a market-leading refining technology platform across major Indian refinery networks, facilitating enhanced competitive positioning.

- Supported global refining clients across Europe, Asia, and the Middle East by delivering advanced process technology solutions, optimizing refinery performance, resulting in strengthened client partnerships and expanded market presence in international energy markets.
- Relocated to Milan to provide technical and commercial advisory support to hundreds of refinery operations across Europe, Asia, and the Middle East, improving operational efficiency, process performance, and customer engagement across diverse markets.
- Drove international business growth through refinery optimization initiatives that supported long-term operational reliability and enhanced profitability.

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## EDUCATION AND TRAINING

**MBA: BUSINESS ADMINISTRATION**

**Southern Methodist University, Cox School of Busin,** Dallas, TX

**MASTER OF TECHNOLOGY (MTECH): CHEMICAL ENGINEERING**

**Indian Institute of Technology,** Kanpur, India

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## BOARD OF DIRECTORS & ADVISORY EXPERIENCE

- Novonix Limited | North America's leading battery anode company. ~\$500M mkt cap. Board Member (2023 – Present)
- Aspen Technology | IT space company. ~\$15B fmr mkt cap. Emerson Group. Advisory Board Member (2023 – Present)
- Access Life America | Non-profit supporting children with cancer. Advisory Board Member (2024 – Present)

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## ENTERPRISE LEADERSHIP

- Selected to lead cross-functional profitability effort for low-tier performing refining business units. 2025 – Present
- Member | Strategic Advisory Group (SAG) 2021 – Present
- Global Sponsor | Asian American Network, an Employee Resource Group (ERG) 2019 – Present