



Fortune Names Revance to the Top 10 Best Workplaces in Biopharma in 2021

March 22, 2021

NASHVILLE, Tenn.--(BUSINESS WIRE)--Mar. 22, 2021-- Revance Therapeutics, a biotechnology company focused on innovative aesthetic and therapeutic offerings, today announced that *Fortune* has recognized Revance on its 2021 Best Workplaces in Health Care & Biopharma™ list.

Revance ranked No. 8 in the biopharma category. *Fortune* partnered with Great Place to Work® on the ranking, which considered more than 825,000 anonymous employee surveys from companies across the health care and biopharma industry. Companies were evaluated on more than 60 elements of employees' experience on the job, including their trust in leadership and workplace culture.

"We believe that our people are our greatest asset and this recognition underscores our efforts in creating a high-performing culture and work environment that is diverse, inclusive, rewarding and empowering," said Mark Foley, President and Chief Executive Officer of Revance. "We're especially proud to share this recognition with our employees following a year where we have both doubled in size and adapted to a remote work environment given the challenges resulting from the COVID-19 pandemic. I would like to thank all of our employees for their perseverance and commitment to maintaining our positive workplace culture during these trying times while successfully delivering on our corporate objectives."

"Revance has a strong, dynamic culture that we continue to build upon as we grow our business," said Justin Ford, Senior Vice President, Human Resources and Head of People at Revance. "We believe that the beauty of the world lies in the diversity of its people, and it is this mindset that pushes our culture to be the foundation of our growth and success. Advancing employee engagement, promoting open and honest feedback, hiring great talent, creating an inclusive environment where people can grow and develop and supporting the communities where our people live and work, will continue to anchor our cultural initiatives."

Revance has been certified by Great Place to Work® for three consecutive years and this is the first year the company was included in the *Fortune* 2021 Best Workplaces in Health Care and Biopharma™ list.

The *Fortune* 2021 Best Workplaces in Health Care and Biopharma™ list is published here <https://www.greatplacetowork.com/best-workplaces/health-care/2021?category=biopharma>.

For more information on Revance's culture, please visit: <https://www.revance.com/careers/culture/>.

About the *Fortune* Best Workplaces in Health Care and Biopharma™:

To determine the *Fortune* 2021 Best Workplaces in Health Care and Biopharma™ list, Great Place to Work® analyzed anonymous survey feedback representing over 825,000 employees working in the Health Care & Biopharma industries in the United States.

Employees responded to over 60 survey questions describing the extent to which their organization creates a Great Place to Work For All™. Eighty-five percent of the evaluation is based on what employees say about their experiences of trust and reaching their full human potential as part of their organization, no matter who they are or what they do. Great Place to Work analyzes these experiences relative to each organization's size, workforce make up and what's typical relative to their peers in the industry.

The remaining 15 percent of the rank is based on an assessment of all employees' daily experiences of innovation, the company's values, and the effectiveness of their leaders, to ensure they're consistently experienced.

To be considered, companies had to meet the Great Place to Work-Certified standard. To ensure survey results truly represent all employees, Great Place to Work requires that Trust Index® survey results are accurate to a 95% confidence level with a 5% margin of error or better. We review any anomalies in survey responses, news and financial performance to ensure there aren't any extraordinary reasons to believe we couldn't trust a company's survey results. Health Care companies with 10 to 999 people were considered for the small and medium health care category, health care companies with 1,000 employees or more were considered for the large health care category, Biopharma companies with 10 or more employees were considered for the Biopharma category, and those that appear on Fortune's 100 Best Companies to Work For list in their respective industry category are ranked first.

About Great Place to Work®:

Great Place to Work® is the global authority on workplace culture. Since 1992, they have surveyed more than 100 million employees around the world and used those deep insights to define what makes a great workplace: trust.

Great Place to Work helps organizations quantify their culture and produce better business results by creating a high-trust work experience for all employees. Everything they do is driven by the mission to build a better world by helping every organization become a Great Place to Work For All™.

About Revance Therapeutics, Inc.

Revance Therapeutics, Inc. is a biotechnology company focused on innovative aesthetic and therapeutic offerings, including its next-generation neuromodulator product, DaxibotulinumtoxinA for Injection. DaxibotulinumtoxinA for Injection combines a proprietary stabilizing peptide excipient with a highly purified botulinum toxin that does not contain human or animal-based components. Revance has successfully completed a Phase 3 program for DaxibotulinumtoxinA for Injection in glabellar (frown) lines and is pursuing U.S. regulatory approval. Revance is also evaluating DaxibotulinumtoxinA for Injection in the full upper face, including glabellar lines, forehead lines and crow's feet, as well as in two therapeutic indications - cervical dystonia and adult upper limb spasticity. To accompany DaxibotulinumtoxinA for Injection, Revance owns a unique portfolio of premium products and services for U.S. aesthetics practices, including the exclusive U.S. distribution rights to the RHA® Collection of dermal fillers,

the first and only range of FDA-approved fillers for correction of dynamic facial wrinkles and folds, and the HintMD fintech platform, which includes integrated smart payment, subscription and loyalty digital services. Revance has also partnered with Viatrix (formerly Mylan N.V.) to develop a biosimilar to BOTOX®, which would compete in the existing short-acting neuromodulator marketplace. Revance is dedicated to making a difference by transforming patient experiences. For more information or to join our team visit us at www.revance.com.

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