REVANCE®

2022 Environmental, Social and Governance Report

Letter From Our CEO

On behalf of Revance and our Board of Directors, I am proud to share our environmental, social and governance (ESG) journey over the past year, which continues to be grounded by our commitment to solve unmet patient needs across aesthetics and therapeutics.

2022 was a milestone year in this respect with the FDA's approval of our first drug product, DAXXIFY® (DaxibotulinumtoxinA-lanm), for injection for glabellar lines. Culminating 20 years of focused research and development efforts, the approval paved the way for DAXXIFY's commercial launch into the aesthetics market and provided the critical foundation for our entry into therapeutics. This significant achievement marked a very important point in our company's history and was made possible by the dedication and perseverance of our entire organization. We are ready and eager to capitalize on our tremendous opportunities ahead.

Looking back, the last few years have been both exciting and unprecedented. While navigating the operational challenges of COVID-19, we successfully launched our RHA® Collection of dermal fillers and doubled our workforce to support our transition to a commercial company. We faced prolonged regulatory delays in the approval of DAXXIFY®, but worked diligently with the FDA to secure our approval, which also led to the important submission and acceptance of our supplemental biologics application for our first therapeutics indication in cervical dystonia. Through it all, and particularly in the face of adversity, I'm proud to see Revance embrace its core values of speed, audacity, authenticity, grit and empathy.

Since the issuance of our first ESG report in early 2021, we grew our total revenue by 70% to $133 million in 2022, strengthened our financial position with strategic financings, launched RHA® Redensity™ and OPUL®, received our PDUFA date for DAXXIFY® for cervical dystonia, and successfully introduced DAXXIFY® through our early experience PrevU program—with full commercial launch to begin in March 2023. Finally, and importantly, we have made meaningful progress in our investments in our people and in our ESG journey.

Our growth and success undoubtedly bring more responsibility as a company. With increased focus from our internal and external stakeholders as we launch our lead product in aesthetics and near our opportunity in therapeutics, we continue to stay true to our values and ensure that we are operating as a responsible, ethical, and sustainable business.

Strategically developing our ESG program has been a product of open conversation and incorporation of feedback from our employees, investors, senior leadership, and Board of Directors. Our efforts and initiatives are guided by our material issues and ESG strategy, which centers on innovation and access, culture, and responsible business. In this report, we are telling the story of why these topics are important and how we are making meaningful progress. We plan to evolve our program over time as we continue to grow as a company.

I want to express my sincere gratitude to the entire Revance organization for its hard work and dedication in furthering our corporate purpose and for all of the significant accomplishments we achieved. Revance has never been in a better position to accelerate its growth, and I look forward to building on our momentum to the benefit of all of our stakeholders.

Sincerely,

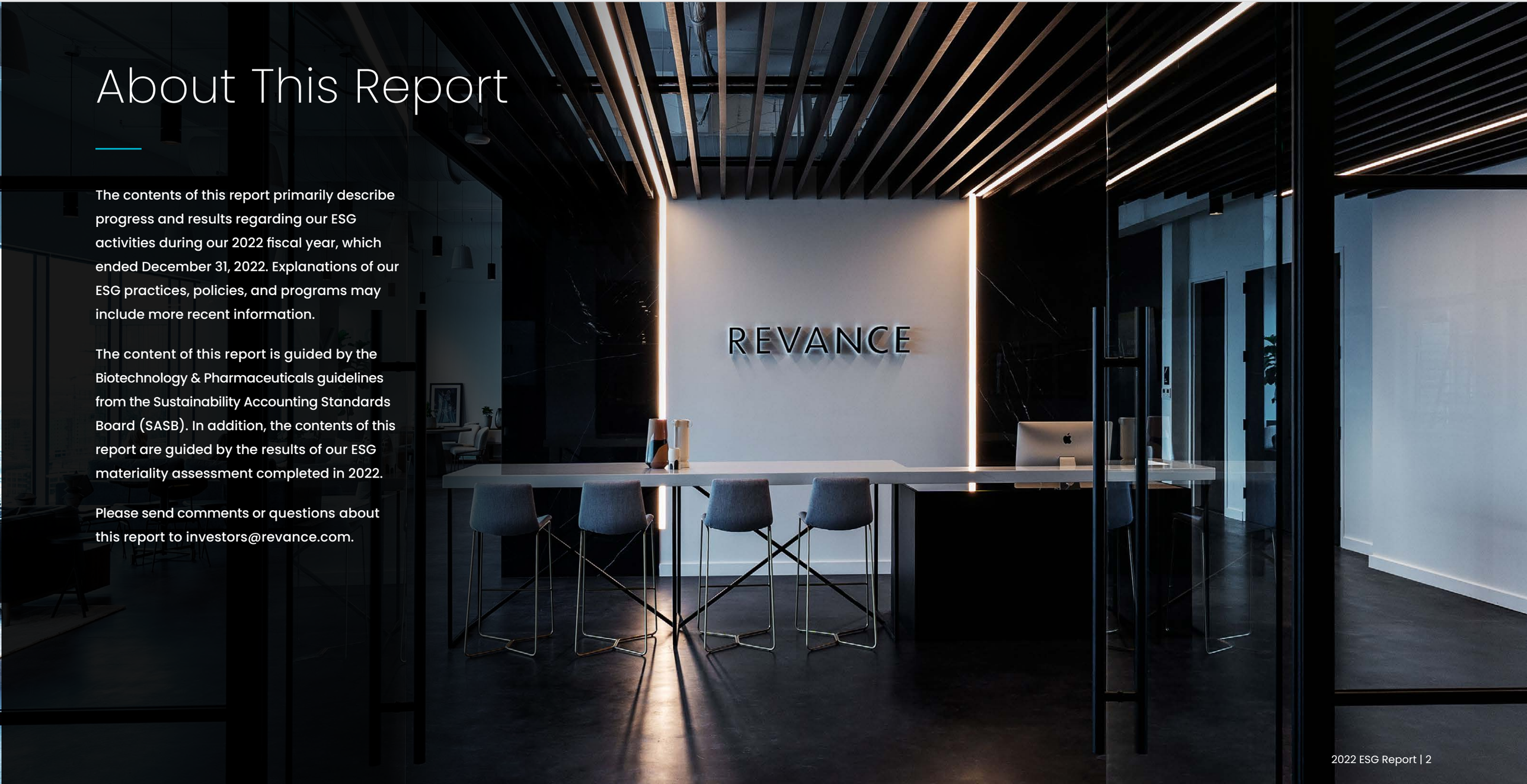
MARK J. FOLEY
Chief Executive Officer

About This Report

The contents of this report primarily describe progress and results regarding our ESG activities during our 2022 fiscal year, which ended December 31, 2022. Explanations of our ESG practices, policies, and programs may include more recent information.

The content of this report is guided by the Biotechnology & Pharmaceuticals guidelines from the Sustainability Accounting Standards Board (SASB). In addition, the contents of this report are guided by the results of our ESG materiality assessment completed in 2022.

Please send comments or questions about this report to investors@revance.com.



Who We Are

Who We Are

Revance (Nasdaq: RVNC) is a biotechnology company committed to setting the new standard in aesthetics and therapeutics with innovative products and services that elevate patient and physician experiences.

REVANCE AT A GLANCE

2002	20	~530	$133M	>5,000
Year Founded	Years Invested in R&D	Employees*	FY 2022 Total Revenue	Aesthetic Accounts*

Headquarters: Nashville, Tennessee;
R&D and Manufacturing: Newark, California;
Technology and Commercial offices: Irvine, California.

** As of December 31, 2022.*

2022 Key Achievements

FDA approval of DAXXIFY® for glabellar lines

$107M in RHA® Collection revenue, +51%

>$550M of capital raised

Obtained PDUFA date for DAXXIFY® for cervical dystonia*

>5,000 accounts across aesthetic portfolio

>$665M in gross processing volume (GPV) from fintech platforms

Launched RHA® Redensity™

$11M in Q4 DAXXIFY® PrevU revenue

** sBLA for DAXXIFY® for cervical dystonia was submitted to the FDA in October 2022 and was accepted in January 2023.*

Our Portfolio

REVANCE AESTHETICS

Through our portfolio of innovative products and services, which include DAXXIFY®, the RHA® Collection of dermal fillers, and OPUL®, we deliver differentiated patient experiences and outcomes in the rapidly growing facial injectables category.

DAXXIFY® – The first and only FDA-approved, long-lasting peptide-formulated neuromodulator product for the temporary improvement of moderate to severe frown lines (glabellar lines) in adults.(1)

DAXXIFY's FDA approval in September 2022 is supported by the company's Phase 3 SAKURA program, which demonstrated the product was effective, generally safe, and well tolerated, with a median duration of 6 months and up to 9 months for some patients.(1)

DAXXIFY® is the first true innovation in neuromodulator formulation in over 30 years that has the ability to deliver yearlong results with as few as two treatments per year.(1,2)

Importantly, DAXXIFY's long duration of effect is achieved by using a similar amount of core active ingredient as the leading competitor.

→ Learn More

(1) At least 50% of patients in SAKURA 1 and SAKURA 2 had none or mild frown lines for 24 weeks (6 months) and 23.9 weeks (6 months) or longer, respectively, per both investigator's and patient's assessments. 5% of patients in SAKURA 1 and 3% of patients in SAKURA 2 had none or mild frown lines at 9 months per investigator's assessment. In SAKURA 1, SAKURA 2, and SAKURA 3 OLS Treatments 1 and 2, 7.5%, 5.4%, 17.4%, and 11.6% of patients, respectively, had not returned to baseline severity at 9 months per both investigator's and patient's assessments.

(2) See Appendix Sources 5-7.

2022 InStyle BEST BEAUTY BUYS

2022 WINNER SHAPE SKIN AWARD

ELLE FUTURE OF BEAUTY WINNER 2022

RHA® Collection of dermal fillers – The first and only FDA-approved hyaluronic acid fillers for dynamic wrinkles and folds (RHA® 2, 3, 4) and dynamic lines (RHA® Redensity™).

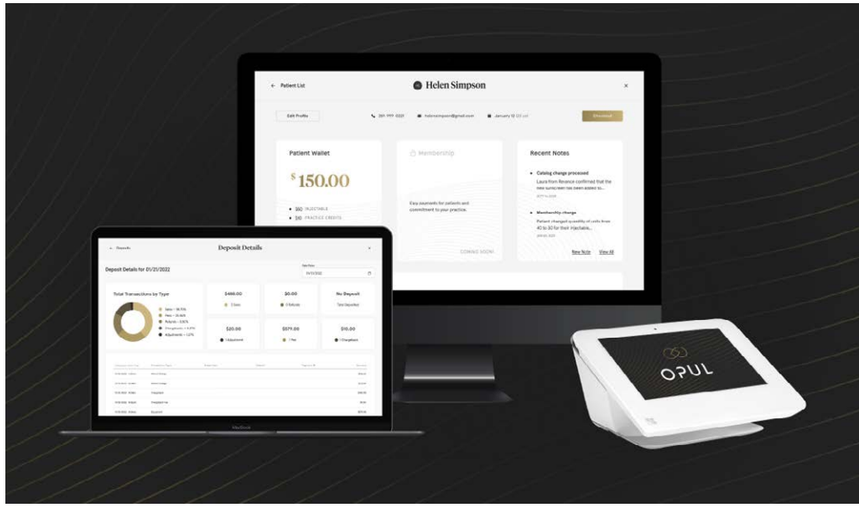
RHA® Redensity™, which was FDA approved and commercially launched in 2022, is a weightless filler that smooths delicate lipstick lines. RHA® 2 and RHA® 3 offer elegant and refined smoothing for those seeking a soft, natural look in wrinkles and folds. Lastly, RHA® 4 provides natural volume for deeper dynamic wrinkles and folds.

The RHA® Collection represents the latest advancement in HA technology and is made by a gentle, sophisticated manufacturing process that allows the gel to more closely resemble the natural HA found in the skin. Through our partnership with Teoxane SA, we have exclusive U.S. distribution rights to the RHA® Collection. We will continue to work with our partner to develop new HA filler innovation.

→ Learn More

OPUL® – A first-of-its-kind Relational Commerce platform for aesthetic practices designed to enhance payment processing, practice operations, and customer loyalty.

→ Learn More



REVANCE® THERAPEUTICS

We aim to leverage our lead asset, DAXXIFY®, to pursue a therapeutics program that will advance the treatment of multiple indications, with a current focus in muscle movement disorders including cervical dystonia and upper limb spasticity. We will continue to evaluate our pipeline for other therapeutic indications, such as migraine and other disorders.

Cervical Dystonia is a painful and disabling chronic condition in which the neck muscles contract involuntarily, causing abnormal movements and awkward posture of the head and neck. Revance's supplemental Biologics Application (sBLA) for DAXXIFY® for the treatment of cervical dystonia was accepted by the FDA in January 2023, and the company was provided with a PDUFA date of August 19, 2023.

The sBLA submission is supported by data from the ASPEN Phase 3 clinical development program. This program demonstrated DAXXIFY's median duration of effect of up to 24 weeks across two doses that were evaluated. Conventional neuromodulators have a duration of effect of 12 to 16 weeks.[1] The differentiated duration profile of DAXXIFY® has the potential to bring sustained symptom relief to cervical dystonia patients, along with the potential to reduce the number of injections needed to achieve relief.

→ Learn More

ENHANCING ACCESS AND AFFORDABILITY

We are developing our market access strategy and collaborating with payers to ensure we are aligned on the potential benefits that DAXXIFY® provides to patients and to confirm payer coverage for the product.

For many patients, affordability can impede access to therapy. We are committed to developing practice and patient support programs to help patients start their treatments quickly and stay on therapy to support a better quality of life.

(1) Based on prescribing information from Botox®, Dysport®, Xeomin®, 2020.

Significant Unmet Need

In 2017, the FDA granted orphan drug designation to DAXXIFY® for the treatment of cervical dystonia. Neuromodulators are the standard of care for treating cervical dystonia patients, yet re-treatment is not allowed by payers prior to week 12. According to the peer-reviewed article "Patient Perspectives on the Therapeutic Profile of Botulinum Neurotoxin Type A in Cervical Dystonia," published in the Journal of Neurology in 2020, out of cervical dystonia patients surveyed, 88% of patients treated with botulinum neurotoxin type A products experienced symptom reemergence between treatment sessions, with a mean time to reemergence of approximately 10.5 weeks. In addition, most botulinum neurotoxin type A labels recommend waiting at least 12 weeks prior to re-treatment. As a result, patients who have symptom recurrence prior to week 12 often have to manage their symptoms without the benefit of treatment.

We believe there is a significant need for a long-lasting injectable neuromodulator, which has the potential to offer patients and payers more value by reducing the frequency of visits while also allowing patients to achieve long-lasting symptom relief.

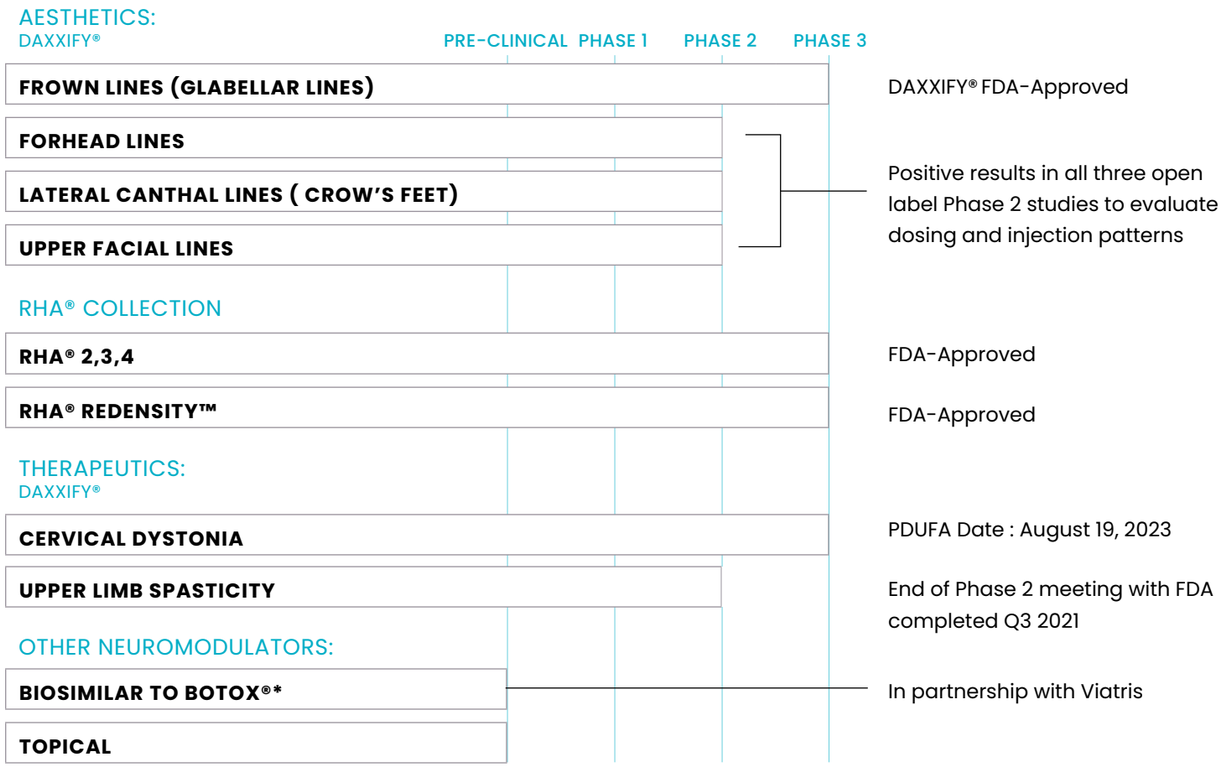
Based on the current treatment landscape, DAXXIFY's duration profile and potential to provide significant pharmacoeconomic benefits could represent an important advancement in care for patients, providers and payers.

OUR PIPELINE

Upper Limb Spasticity is a neurological condition that affects movement in the arms and/or hands and occurs most commonly after a stroke or traumatic brain injury. The condition is associated with muscle stiffness, spasms, and inability to perform daily tasks. In February 2021, Revance announced positive topline Phase 2 data supporting the advancement of DAXXIFY® for the treatment of upper limb spasticity. In the JUNIPER Phase 2 clinical trial, DAXXIFY® demonstrated a median duration of at least 24 weeks across all three doses that were evaluated.

Botulinum toxin treatment is the standard of care for the treatment of focal upper limb spasticity. Other treatment options include muscle relaxants, physical therapy, splints, casts and braces, electrical stimulation, and surgery. Similar to patients with cervical dystonia, patients with spasticity experience challenges in sustaining symptom relief between injections with current treatment options. Due to the differentiated performance profile of DAXXIFY® we believe we have a significant opportunity to address the unmet needs of today's patient population.

→ Learn More



** Botox® is a registered trademark of Allergan.*

Strategic Partnerships

In addition to our pipeline, we have a strategic partnership with Viatris, Inc. to develop a biosimilar to Botox® that will compete in the existing short-acting neuromodulator marketplace. If successful, Revance would gain access to all 15 approved Botox® aesthetic and therapeutic indications.

We also have a license agreement with Shanghai Fosun Pharmaceutical Industrial Development Co., Ltd., (Fosun Pharma), an owned subsidiary of Shanghai Fosun Pharmaceutical (Group) Co. Ltd., providing Fosun Pharma with the exclusive rights to develop and commercialize DAXXIFY® in mainland China, Hong Kong, and Macau.

VIATRIS™

FOSUN PHARMA

Our biosimilar program with Viatris, if successful, would bring to market the first biosimilar to Botox®, providing patients with more affordable treatment options covering all 15 approved Botox® indications across therapeutics and aesthetics.(1)

(1) Botox® is a registered trademark of Allergan Inc.

Our Values

At Revance, our goal is to live by our values as we make a positive impact to the benefit of all of our stakeholders. These values shape every aspect of our operations and reflect our commitment to our employees, patients, the medical community and our stockholders.

SAGE

Speed

If there is a way to do it better, we find it fast. We simplify, innovate, and implement with momentum. We embrace the speed of decision-making.

Audacity

We think big. We create futures designed to disrupt the marketplace. We are willing to take bold action to create our vision.

Authenticity

We value transparency and genuineness. Being true to oneself is at the core of our identity, culture, and business practices. We remain true— honest with ourselves and others —regardless of the pressure we're under to act otherwise.

Grit

Perseverance, determination, and persistence. We thrive on challenging tasks and always aim to do the right thing. Obstacles do not get in the way of our success.

Empathy

We listen in ways that create understanding. By assuming positive intent and offering support, we respect others, encourage collaboration, and foster inclusiveness.

Our Approach to ESG

We are committed to setting new standards in aesthetics and therapeutics through the contributions of our people, products, and services. This requires more than biotech innovation and successful execution on our business strategy—areas in which we have consistently demonstrated leadership. It necessitates a critical focus on a broader set of key issues that have the potential to become risks or opportunities for our business.

We believe that ESG at Revance must be shaped by our SAGE values and incorporated into our corporate strategy. As we enter our third year as a commercial company, our responsibility is to understand which ESG issues are most pertinent to our business and our stakeholders.

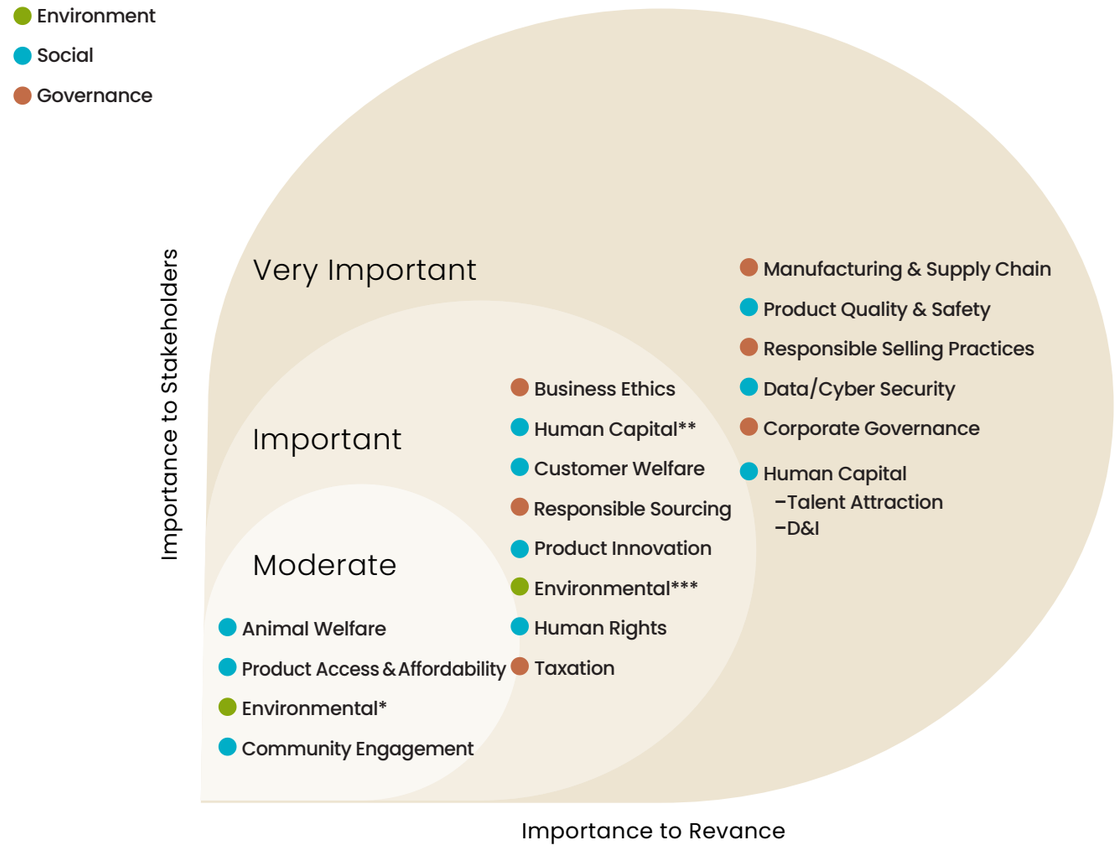
Our ESG strategy is comprised of three pillars: Innovation and Access, Workplace Culture and Responsible Business Practices. We believe these pillars are essential to creating long-term value for our stockholders, the patients and customers we serve, our employees upon which our success is built, and the communities in which we live and work. As our programs and initiatives continue to evolve over time, we will measure our progress in each pillar and provide updates to our stakeholders regularly.

	What we aim to achieve	How we will do it
INNOVATION AND ACCESS	We are committed to setting new standards for patient care and physician experience, while simultaneously helping to optimize the overall healthcare system.	**We will solve unmet patient and provider needs** with our innovative products and services. Our lead product, DAXXIFY®, delivers long-lasting treatment results for glabellar lines and also has the potential to provide sustained symptom relief in therapeutic indications.
STRONG WORKPLACE CULTURE	Our goal is to attract and retain a diverse and highly skilled workforce to build a strong culture that can foster innovation.	**We will build a culture** that is diverse, inclusive, rewarding, engaging, and connected to the communities where we live and work.
RESPONSIBLE BUSINESS	We ensure responsible business by building trust with our stakeholders while also identifying future risks and opportunities.	**We will strive for strong corporate governance,** aim for superior product quality and safety, act responsibly toward the environment, and deliver transparency in all our communications.

Material Issues

In 2022, in response to stockholder feedback, our ESG Steering Committee, and with oversight from the Nominating and Corporate Governance Committee, led our first materiality assessment to gain insight into which ESG issues were most important to Revance and our stakeholders at our current business stage. This assessment included inputs from the executive leadership team and key functional departments, including Investor Relations, Legal, Enterprise Risk Management, Compliance, Corporate Affairs, Manufacturing & Supply Chain, Finance & Accounting, Human Resources, and Talent Acquisition.

The materiality assessment helped us understand the importance level of various topics (moderate, important, and very important) to Revance and potentially our stakeholders. We expect the positioning of these topics will evolve over time along with our corporate journey.



Moderate

*Environmental-Product materials & packaging, GHG/air emissions, water management.

Important

**Human Capital-Employee health & safety, well-being, training & development, comp/benefits, engagement.
***Environmental-Energy, waste, and hazardous material management, supplier sustainability.

2021 and 2022 Key ESG and Governance Progress

ESG

- Increased board diversity to **25% ethnic diversity** representation and **38% female** representation.
- Formed an **ESG steering committee** governed by the Nominating and Governance Committee.
- Conducted first **ESG materiality assessment.**
- Conducted first **enterprise risk management assessment.**
- Tied a portion of corporate and executive compensation to the achievement of **people and D&I goals.**
- Completed first **pay equity assessment** for entire workforce.
- Added **responsible drug promotion practices** to our Code of Business Conduct and Ethics.
- Adopted a **political contributions policy** that is now included in our Code of Business Conduct and Ethics.
- Adopted a **director overboarding policy** that is now included in our Corporate Governance Guidelines.

EXECUTIVE COMPENSATION

- Adopted an executive compensation **clawback policy.**
- Developed **performance equity grants** linked to rigorous financial targets.
- Increased emphasis on **equity awards** that vest based on performance goals.
- **Refined performance goals** for performance-vesting equity awards.
- **Structured our executive bonus opportunities** to be based on key corporate objectives and paid bonuses based solely on performance achievements.
- Delivered **82%** of our Named Executive Officers' 2022 total direct compensation, on average, to be "at-risk" dependent on company performance.
- Added a **bonus cap** to our 2022 executive compensation.

Corporate Governance

- → Board Structure and Our Board of Directors
- → Stockholder Engagement
- → Business Ethics and Compliance
- → Enterprise Risk Management
- → Cybersecurity
- → Supply Chain and Product Safety

Corporate Governance

As a fast-growing company in the biopharma sector, Revance is committed to responsible and responsive corporate governance practices. Revance values consistent and transparent communications, strong Board oversight, and stockholder engagement to ensure we practice strong governance to the benefit of all our stakeholders.

Board Structure and Our Board of Directors

Board Composition

Our Board has an appropriate balance of knowledge, skills, experience, and diversity to fulfill its oversight responsibilities and act in the best interests of stockholders. As of the date of our 2023 annual stockholder meeting, seven out of eight (87.5%) of our Board members were considered independent.

Over the past few years, we have enhanced our Board's composition to support our growth and evolution as a company. In 2021, we welcomed two new female directors with strong backgrounds in drug portfolio/program management and the fintech/payments industry. In March 2023, we appointed a new director to our Board whose deep knowledge and experience in psychiatry and neurology will be invaluable to the advancement of our therapeutics program in cervical dystonia, upper limb spasticity and our pipeline development. Our continuous efforts to optimize board composition and enhance board refreshment through our Board tenure policy allow us to not only broaden our Board's skill set in support of our corporate strategy, but also enhance our Board's diversity.

BOARD DIVERSITY MATRIX*

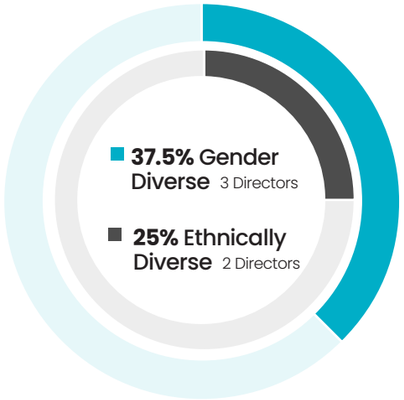
TOTAL NUMBER OF DIRECTORS **8**

GENDER IDENTITY	MALE	FEMALE	NON-BINARY	NON-DISCLOSED
Number of directors based on gender identity	**4**	**3**	—	**1**
DIRECTORS WHO IDENTIFY IN ANY CATEGORIES				
African American or Black	—	**1**	—	—
Alaskan Native or American Indian	—	—	—	—
Asian	—	—	—	—
Hispanic or Latinx	—	—	—	—
Native Hawaiian or Pacific Islander	—	—	—	—
White	**2**	**2**	—	—
Two or More Races or Ethnicities	**1**	—	—	—
Race/Ethnicities Non-disclosed	**1**	—	—	**1**
LGBTQ+	—	—	—	—

*As of May 3, 2023 Annual Stockholder meeting.

Director backgrounds, experience and diversity*

DIVERSITY



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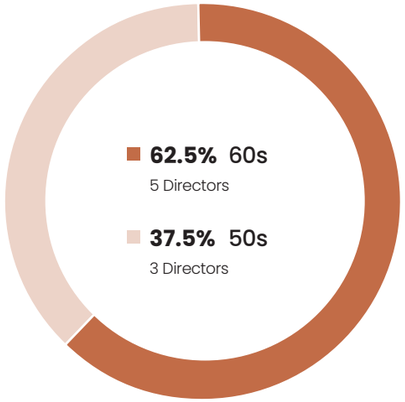
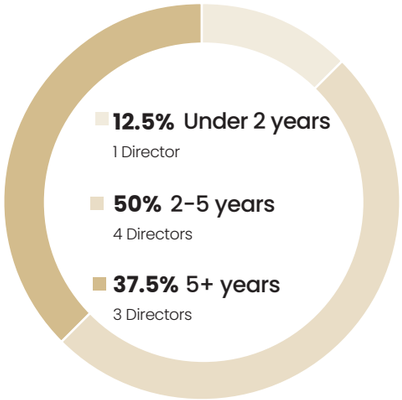
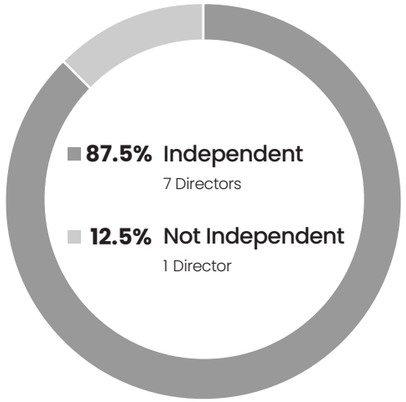


TENURE



INDEPENDENCE



**As of May 3, 2023 Annual Stockholder meeting.*

Board Structure

Our Board is divided into three classes (Class I, II and III), each with a three-year term. Vacancies on the Board may be filled only by persons elected by a majority of the remaining directors. A director elected by the Board to fill a vacancy in a class, including vacancies created by an increase in the number of directors, shall serve for the remainder of the full term of that class and until the director's successor is duly elected and qualified. We believe the continuity and stability created by this governance structure is important at our current stage as a company, supporting the planning and execution of our strategy for long-term value creation. The Board continues to evaluate our governance structure on an annual basis and will consider changes that support the growth and evolution of the company.

Board Tenure

In 2020, Revance adopted a policy that limits the number of terms an individual can serve on the Board. After 12 years of service, board members will be evaluated by the entire board regardless of the election time frame and will be expected to step down. Vacancies of the board may be filled by the persons elected by a majority of the remaining directors which the elected director shall serve the remainder of the term until their successor is duly elected and qualified. Although we believe the historical and institutional knowledge that longer-tenured directors possess is important for an appropriately balanced Board, our approach to Board refreshment and succession is designed to meet the evolving needs of our Board composition. For more information, see our Corporate Governance Guidelines.

Board Risk Management

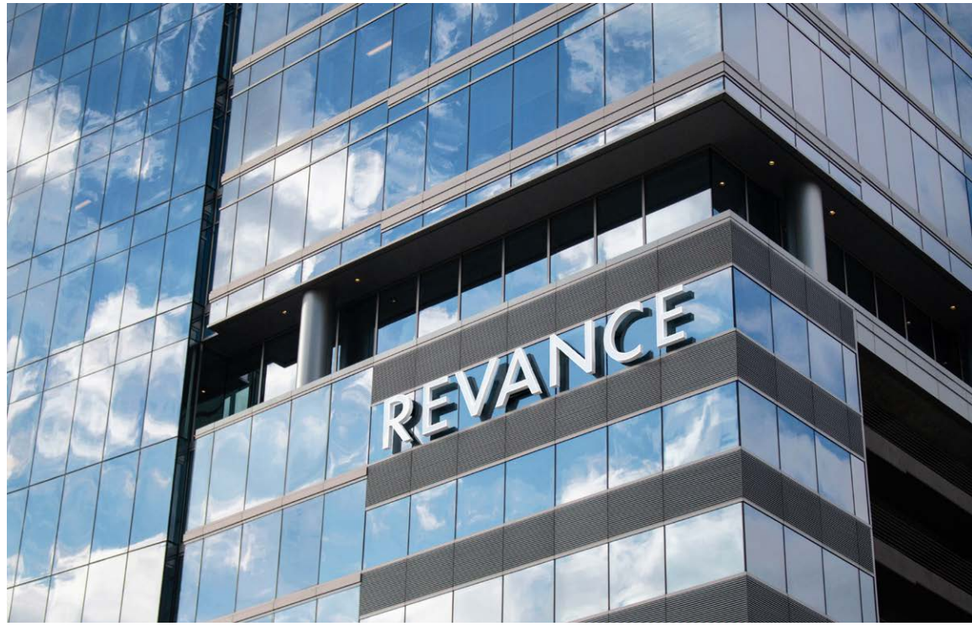
One of the Board's key functions is informed oversight of the company's risk management process. The Board does not have a standing risk management committee, but rather administers this oversight function directly through the Board as a whole, as well as through Board standing committees (Audit, Compensation, Nominating and Corporate Governance, Brand Strategy) that address risks inherent in their respective areas of oversight. In particular, our Board is responsible for monitoring and assessing strategic risk exposure, including a determination of the nature and level of risk appropriate for the company.

REVANCE HAS FOUR BOARD COMMITTEES THAT ARE GOVERNED BY THEIR RESPECTIVE CHARTERS:

1. Audit Committee→
2. Brand Strategy Committee→
3. Compensation Committee→
4. Nominating and Corporate Governance Committee→

Stockholder Engagement

In 2021, we enhanced stockholder engagement by connecting with investors at least annually to host discussions and gather feedback on our executive compensation, governance, and ESG initiatives. We continued the practice in 2022 when we reached out to stockholders representing ~61% of our outstanding common stock, and members of our executive management team and our Chairman of the Board held discussions with stockholders representing ~33% of our outstanding common stock. Stockholders' feedback is reviewed by the Board of Directors Compensation Committee, the Nominating and Corporate Governance Committee, and the management team, and is used to inform our ESG program and our corporate governance.



Business Ethics and Compliance

All our executives, employees, Board members, and business partners are expected to adhere to and acknowledge our Code of Business Conduct and Ethics. Training on our Code is facilitated through our internal training platform and is required for all employees on an annual basis. Key topics the Code addresses include compliance standards and procedures, fair dealing, privacy and confidentiality, financial integrity, conflicts of interest, and workplace environment.

Any breach of company policies is taken very seriously. Revance has a whistleblower policy posted on its website that provides information and access to report any irregularities directly and anonymously to the Compliance Officer and the Chair of our Audit Committee.

Responsible Drug Promotion and Ethical Relationships with Healthcare Professionals

Educating providers on the details and responsible use of our products is central to us safely serving our consumers and patients. For this reason, we invest significantly in training and educating providers on our products and firmly adhere to all applicable rules and related regulations regarding drug promotion and ethical interactions with healthcare professionals.

In 2022, to support our focused commercialization efforts, we strengthened our Code of Business Conduct and Ethics with a section on "Responsibly Promoting Our Products," which addresses compliance with legal and regulatory requirements, including standards related to ethical product promotion.

We are also committed to promoting our products in a manner consistent with each product's approved indications and labeling. This includes truthful and balanced communications that are consistent with each product's label and free from false, misleading, or exaggerated claims, which will help healthcare professionals make informed and independent decisions about how they can use our products for their patients. Our external communications also comply with all applicable legal, regulatory, and local standards and are approved by the appropriate review committee, which is made up of our subject matter experts.

We also believe the independence of healthcare professionals as they practice medicine is essential to support the sanctity of the physician–patient relationship. We are careful to ensure that outside incentives, payments, or favorable treatment do not taint our relationships with healthcare professionals.

These values are governed by external laws, regulations, and industry codes, as well as our internal policies and procedures as detailed within our Employee Handbook, Code of Business Conduct and Ethics, Procurement Policy, and Comprehensive Compliance Program.

Revance's Legal Department also tracks, monitors, and audits promotional interactions with healthcare providers. Revance representatives who fail to comply with Revance's guidelines for the ethical promotion of products are subject to disciplinary action up to and including termination.

Workplace Harassment Prevention

Our Policy Against Sexual and Other Workplace Harassment can be found in the Employee Handbook. All employees are required to complete Harassment Prevention Training within 30 days of hire via our internal training platform. We also require supervisors and managers to participate in additional advanced training, commensurate with their leadership positions. The harassment and ethics policies are in the Code of Business Conduct and Ethics and in our Employee Handbook and are part of new-hire orientation training.

Animal Welfare and Testing

Due to the highly potent nature of botulinum toxin, animal studies are critical to the development and assessing the safety of our products for human use. Animals are used to assess product efficacy, safety, tolerability, potency, formulation, and stability. The Institutional Animal Care and Use Committee (IACUC) reviews and approves all activities involving the use of vertebrate animals prior to such use. In each decision, we seek to minimize or eliminate the need for animal involvement in our R&D work, while also maintaining the utmost safety for our patients and healthcare providers.

We continue to invest in minimizing the use of animal testing with cell-based potency assays. Of note, DAXXIFY's unique formulation does not contain any human serum albumin or animal byproducts.

Enterprise Risk Management

As we continue our commercial growth in aesthetics and advance our opportunity in therapeutics, we remain vigilant about the potential risks our business may face. For this reason, we strive to integrate Enterprise Risk Management (ERM) into our strategic and operating planning process.

In 2022, our enterprise risk management team formalized our ERM process and program guided by feedback from the Board, executive management team, and departmental leaders across the organization. While our Board and each committee are charged with risk oversight, the Audit Committee oversees our ERM program.

We are still in the initial stages of building out our formal ERM program and process with the goal of aligning our ESG, corporate strategy, and ERM to enable a holistic view of our risks and opportunities. As one of our initial steps, our ERM team established the goal that all Payment Card Industry (PCI) audits align with our internal risk processes. Revance operates as a payment facilitator through our OPUL® fintech platform and recognizes the value of assessing and mitigating all potential risks in our credit card processing system.

Cybersecurity

We constantly evaluate the evolving cybersecurity threat environment and develop proportional approaches to responding to those threats. These responses include technical solutions, such as our patch and vulnerability management program, as well as human-centric approaches, such as our up-to-date training and behavioral programs, including anti-phishing efforts. The Audit Committee of the Board of Directors is updated annually on our cybersecurity management program and any potential emerging threats.

At Revance, endpoints are encrypted and our monitoring and logging have increased. Our endpoints and networks are monitored by our 24/7 security operations center, and we continuously conduct firewall reviews. Our financial technology business is compliant with annual external audits for PCI Data Security Standards (DSS).

Being aware of possible gaps in our security programs is important to our success. This past year, our team formalized an incident response program, standardized on the Center for Internet Security Critical Security Controls security program framework, and conducted an organization-wide cybersecurity assessment. In 2023, our team will continue increasing our cybersecurity maturity through a prioritized set of actions, including executing various penetration tests.

Training programs have been reinforced to stay up to date with the rapidly evolving cyber and IT threat environment. Since our 2020 report, we have disseminated cybersecurity training through our learning management systems to all employees, which requires retraining annually.

Our internal technology department disseminates informational campaigns on a regular basis to keep security at the top of all employees' minds.

We comply with the Health Insurance Portability and Accountability Act (HIPAA), select agent and toxin regulations specific to information technologies, and the Payment Card Industry (PCI) Data Security Standard. Our Information Security Program is based on the Center for Internet Security Critical Security Controls framework.

Supply Chain and Product Safety

Manufacturing and supply chain management are critical to Revance as we commercialize our first approved product, DAXXIFY®, and continue to expand our market reach with the RHA® Collection of dermal fillers and OPUL®. As such, our manufacturing and supply chain is vital to the safety, quality and supply continuity of our products—and, ultimately, the well-being of our patients.

DAXXIFY® is currently 100% manufactured in the United States, involving our wholly owned manufacturing facility in Newark, California, third-party manufacturers, and a network of suppliers.

Product Manufacturing and Supply Chain

Revance partners with industry-approved suppliers and third-party manufacturers, uses manufacturing and compliance systems, and employs forward-thinking strategies to deliver safe and quality products to our end-users. Our supplier selection process is administered and maintained by the Quality Assurance Department. Vendors are selected based on their ability to meet specified technical, quality, and regulatory requirements.

DAXXIFY® – Our Newark, California facility manufactures both the drug substance and the drug product for DAXXIFY® and also performs product testing. The manufacturing of the drug substance for DAXXIFY® is based on microbial fermentation followed by product recovery and purification steps. The process is entirely free of animal- and human-derived materials and depends on standard raw materials available commercially. The manufacturing of our drug product is currently performed at our aseptic fill-finish facility. The manufacturing process consists of bulk compounding, liquid fill, and freeze-drying to support an acceptable shelf-life duration. We also partner with contract manufacturing organizations (CMOs) for the manufacturing of our botulinum toxin drug product and the additional components required for our products, which includes the manufacturing of bulk peptide. We also rely on third-party contract manufacturers for the fill and finish of our drug product to support our ability to scale commercially. We currently have supply agreements in place with Althea, Inc. dba Ajinomoto Bio-Pharma Services (Aji) and Lyophilization Services of New England, Inc. (LSNE). These agreements help mitigate supply chain risk. In October 2022, the FDA accepted our prior-approval supplement (PAS) submission for Aji, and we anticipate the potential approval of the PAS in 2023.

We work closely with our partners to ensure they meet exacting standards for technical, quality, and regulatory requirements. Our supply and quality agreements also contain provisions relating to compliance with current good manufacturing practices (cGMPs), applicable laws and regulations, and intellectual property and other customary matters. Importantly, our third-party manufacturers must be inspected and approved by the FDA to manufacture DAXXIFY® for commercial use.

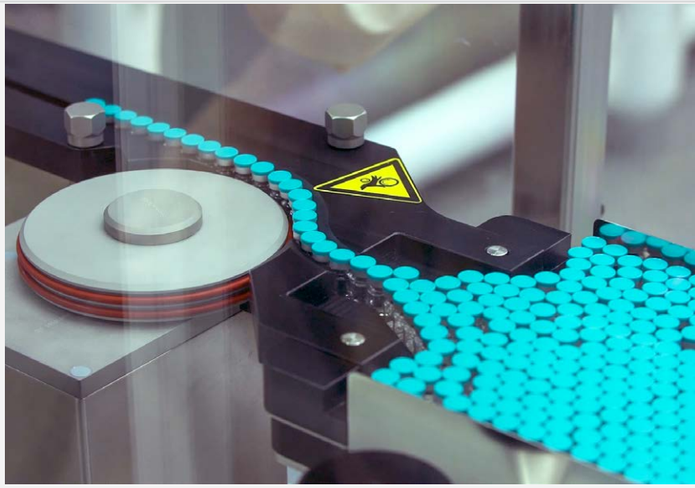
Since botulinum toxin is regulated as a Tier 1 Select Toxin under the CDC, there is a restricted number of qualified suppliers that we use to manufacture DAXXIFY®. To minimize our supply chain risk, we add new direct-materials suppliers only when there is a clear business case. When we do add suppliers, we follow a rigorous process that includes extensive due diligence.

Our product suppliers and contract manufacturers must follow GMP guidelines in accordance with FDA regulations. All our CMO and CPO (contract production organization) partners are audited internally and are in full compliance with all applicable regulations. Furthermore, we procure our supplies and materials responsibly and in accordance with Revance's Corporate Purchasing Policy.

As we look for ways to enhance our supplier diversity where possible, we appreciate that our largest raw materials partner, VWR International, has a robust supplier diversity policy that supports our corporate efforts related to diversity and inclusion.

RHA® Collection – We have the exclusive rights to commercialize the RHA® Collection in the U.S. through our agreement with Texoane SA. As the distributor, we rely on Teoxane to supply us with the RHA® Collection of dermal fillers and are not involved in the manufacturing process.

OPUL® – We rely on a third-party service provider to provide us with the point-of-sale device used as a part of the Opul® service offering. We also maintain inventory on hand to mitigate any supply chain disruption.



C. Botulinum and Botulinum toxin are regulated as a Tier 1 Select Agent and Toxin under authority of the Centers for Disease Control and Prevention (CDC), and as such requires that we obtain a select agent and toxin registration and perform our operations in compliance with CDC regulations. Our wholly owned manufacturing facility is regularly inspected by the CDC, and we are in good standing under our select agent and toxin registration with the CDC.

Quality Control Process

Revance adheres to all applicable federal regulations as outlined by the Food and Drug Administration (FDA). Quality control is a thorough process that assures the manufacturing environment, facility, and operations are suitable for safe product manufacturing. Specifically, raw materials, intermediate products, and final products are tested against FDA-approved specifications to ensure compliance with all safety-, quality-, and performance-related expectations. These tests assure the safety, efficacy, and performance of the product.

Our Quality Management System is governed by our Quality Manual, which describes how each aspect of product manufacturing and testing is controlled and executed. This ranges from training and equipment maintenance to the establishment of standard operating procedures, to controlling change, to managing investigations, corrective actions, and atypical results. It considers the entire product lifecycle and also includes complaint management, FDA-required reporting, and product recall if necessary.

In its entirety, the Quality Management System provides a framework for all operational activities and assures independent quality oversight of all work, thereby assuring the safety of our operations, employees, and patients, and the quality and efficacy of our products.

Revance continues to evolve its Quality Policy and operations to remain aligned with regulations and industry trends to assure best practice.

Product Safety

Ensuring product quality and safety is of paramount importance and is vital to our sustainability as a company.

Product purity is thoroughly assessed throughout the manufacturing process according to specifications approved by the FDA, and drug safety has been tested and validated through our robust clinical trials and ongoing product lifecycle assessments.

Our Complaints SOP outlines the importance of reporting adverse events, product complaints, and other safety findings, and we have robust procedures in place for addressing any matters related to our product. In addition, all our employees, and in particular our medical affairs and sales force, are trained on our policies and SOPs related to product complaints and safety both upon joining the organization and at regular intervals thereafter.

Our Chief Medical Officer oversees our quality, clinical development, data science, medical affairs, scientific innovation, pharmacovigilance, and regulatory affairs. Our specialist pharmacovigilance team is responsible for investigating and reporting safety signals and potential adverse events according to our SOP.

Commitment to Responsible Clinical Trials

Since our founding, we have completed a number of clinical trials that shaped our aesthetics and therapeutics programs. Our clinical trials are managed by the Revance clinical research staff. Although we currently do not have any ongoing clinical trials, when we do perform clinical trials, they are designed to the highest ethical standards and reflect the target demographics of the user or disease state of the population. We have also intentionally sought to test our products on diverse populations, ensuring that our products can be utilized by anyone of any demographic background.

After the initial design, each trial is then monitored and reviewed by the FDA primarily to assess the drug's efficacy and safety. Each trial is coordinated with a qualified contract research organization and investigational sites. All our clinical trials are approved by an Institutional Review Board (IRB) before initiation. As of December 31, 2022, the company has had no Voluntary Action Indicated (VAI) or Official Action Indicated (OAI) reports.

AESTHETICS

SAKURA Phase 3 clinical trial program for DAXXIFY® (SAKURA 1, 2, 3), the largest Phase 3 program ever conducted for the treatment of moderate to severe glabellar lines, included more than 2,700 patients and approximately 4,200 treatments.

Phase 2 clinical program evaluating DAXXIFY® for the combined treatment of upper facial lines: glabellar lines, dynamic forehead lines, and lateral canthal lines, or crow's feet.

THERAPEUTICS

ASPEN Phase 3 clinical program evaluating DAXXIFY® for the treatment of cervical dystonia.

JUNIPER Phase 2 clinical program evaluating DAXXIFY® for the treatment of adult upper limb spasticity.

→ For additional information on our clinical trials, please **visit our form 10K**

People and Culture

- → 2022 Culture Survey
- → Talent Attraction and Retention
- → Leadership Development
- → Diversity and Inclusion
- → Employee Compensation and Benefits
- → Employee Safety
- → Community Commitment and Impact

People and Culture

Our growth and success are attributed to our world-class team, our SAGE values, and our unique culture that we are building together every day. One of our core ESG focus areas is to further enhance our workplace culture to continue attracting and retaining the best talent and be at the forefront of innovation. To do so, we are investing in a workplace environment that is diverse, inclusive, engaging, rewarding, and connected to the communities in which we live and work. Equally important is our commitment to ensuring we have the right systems and processes in place to recruit and retain our human capital. We're very pleased to have made meaningful progress on both initiatives in 2022.

2022 Culture Survey

We continue to conduct culture surveys across our employee base to identify strengths and opportunities regarding our workplace culture. This year, we conducted a culture assessment through a third-party provider. The survey was distributed to our employee base and yielded a 93% response rate. We achieved a 78% overall engagement score against a global benchmark of 72%, with the following top-rated employee survey insights:

- "My work gives me a feeling of personal accomplishment."
- "I would recommend this company to people I know as a great place to work."
- "This company motivates me to contribute more than is normally required to complete my work."

Additional Employee Insights

80% of employees feel that working at Revance meets or exceeds their expectations

92% of employees feel that their managers treat workers with respect

78% of employees experience inclusion in the workplace

77% of employees feel their well-being is met in the workplace

90% of Revance employees would recommend the company's products and/or services to people they know

From our survey, our greatest opportunities to further enhance our culture are to improve our work processes and enhance our communication of company strategy and its alignment with individual team and employee goals. Prior to launching the culture survey, these areas were already identified as opportunities, and we have several projects underway to create more efficient work processes and improve communication on company strategy and individual goals in 2023. For example, we organized a new cross-functional leadership team comprising of key people across our Aesthetics, Therapeutics, Financial Services, and Operations functions to enable more effective communication flow and decision-making across the organization. We are also investing in system and process mapping exercises to improve new employee onboarding, Procure-to-Pay, and planning processes.

Our culture and employee engagement initiatives are also strengthened by our Share the Rev Committee, which has executive sponsorship from Human Resources, and is comprised of volunteer employees of diverse genders, ages, and job functions. The committee creates opportunities for Revance's workforce to actively engage with each other and make a difference in communities through company events, volunteer activities, and focused therapeutic causes.

2022 SHARE THE REV HIGHLIGHTS

Implemented Lunch and Learn program for promoting engagement with different departments within Revance

Supported Dystonia Medical Research Foundation with Dystonia Zoo Walk

Participated in local volunteering activities in support of Earth Day, Christmas and Thanksgiving holidays

Participated in #Giving Tuesday to support global, national and local non-profit healthcare organizations

Company Awards

Revance is proud to have been recognized with a variety of awards and recognitions recently, including:

- **Deloitte Technology Fast 500**
- **Fortune Best Workplaces in Biopharma**
- **Great Place to Work (5 consecutive years)**

Talent Attraction and Retention

Revance has experienced remarkable growth in the past two years. With the upcoming launch of DAXXIFY® and the significant market interest in our products and services, we are positioned for substantial long-term value creation. How we manage that growth will be key to our success.

In 2022, we assessed our current and future talent needs and built an internal talent acquisition team to meet our people goals. One of the key results of this initiative was the strengthening of our hiring program through a robust training program for hiring managers. We also added training on appropriate techniques to ascertain candidates' competencies and remove perceived biases in the interview process. In addition, the new talent acquisition team implemented a process supported by tools and resources in our Applicant Tracking System to remove biases and make hiring decisions more objective.

We are committed to equal-opportunity practices in every employment initiative at Revance. We have zero tolerance for discrimination based on race, color, religion, gender, sexual orientation, gender identity, national origin/ancestry, age, disability, and marital or veteran status. Our employees must also adhere to the company's Equal Employment Opportunity policy as outlined in the Employee Handbook and the employment application.

Our employee training curriculum encompasses both developmental training opportunities and workshops. These opportunities are posted on the company intranet and introduced at employee orientation. To further support our employees' individual growth, personal development plans for full-time employees are created and reviewed each year by the employees and their supervisors.

We plan to continue improving our standing as an inclusive workplace in 2023 and further increase the diversity of candidates. We will do this through many channels, such as utilizing a diversity-focused job board site, partnering with local HBCU colleges for recruiting efforts, leveraging social media campaigns to highlight our inclusivity, and using our internal network of employees to help us network with other diverse professionals.

Employee Turnover

Managing growth in a dynamic employment market is an ongoing challenge for any company. Since the COVID-19 pandemic, many companies, including Revance, have experienced greater-than-normal turnover in their employees for a variety of reasons. Revance, in particular, has also persevered through the delay of the FDA's approval of DAXXIFY® in 2020 and 2021 and the related cost preservation measures that were implemented. We believe the combination of the pandemic and the delay in our approval has in part caused our turnover rate to increase from 17% in 2019, our last year of reporting, to 24.5% in 2022. Following the approval of DAXXIFY® in September 2022, our turnover rate in the fourth quarter 2022 fell to 15.2%, of which 9.8% represented voluntary turnover.

Improving our voluntary turnover rate remains a key priority for the organization. We believe our focused investments in people and culture, supported by our substantial growth opportunities following DAXXIFY's approval, will further our efforts in this area.

Leadership Development

In 2022, we continued to invest significantly in employee development. For example, Revance's Women and Leadership committee launched Leadership Edge for Women, a program focused on developing female leaders across all levels. The program kicked off with a series of courses that included:

- Identifying your authentic leadership style
- Finding your niche for success
- Networking for success
- Vision as a leadership tool
- Executive presence for women
- Communication and influence for impact
- Emotional intelligence

We also launched our Lab to Leader program, which provides first-time people leaders with essential leadership training and development opportunities via face-to-face and virtual courses. To complement our employee development plans, we extended our mentorship program in 2022, pairing high-potential employees with an experienced executive to provide leadership coaching, training, and support as they advance their careers at Revance.

Diversity and Inclusion

Diversity and inclusion initiatives are essential to building a workforce that is representative of our employees, our healthcare providers, and their consumers and patients.

In 2020, an internal Diversity and Inclusion (D&I) Committee was established and composed of both senior management and employees, with leadership from our Senior Vice President, General Counsel, and Corporate Secretary. This committee seeks to foster diversity, equality, and belonging in our various workplaces, from the lab to the office, through continuous learning, education, and empowerment of our employees, and through targeted recruitment and retention initiatives.

Diversity and inclusion continue to remain critical components of our overall corporate goals, and our performance in this regard is directly tied to a portion of our corporate and executive bonuses. In 2022, our annual incentive plan bonuses were based on meeting goals specific to D&I, including:

- ✓ Ensuring underrepresented groups are included for final candidate consideration for all opportunities at the director level and above
- ✓ Growing our mentorship program participants and expanding our leadership development initiatives to include an expansion of our women's leadership program
- ✓ Delivering company-wide education by conducting four speaker forums dealing with race or diversity
- ✓ Conducting unconscious bias training for all employees

We continued the practice of including a people initiatives component in our 2023 annual incentive plan.

We are very pleased that our D&I efforts have allowed us to meet 100% of our corporate people goals in 2022 for the second consecutive year.

2022 D&I ACCOMPLISHMENTS

Achieved high culture score tied to D&I.

Provided financial support to LGBTQ+ organizations.

Provided financial support to the local non-profit GiGi's Playhouse: Down Syndrome Achievement Centers.

Celebrated Black History Month firmwide.

Distributed a Juneteenth education and informational resource.

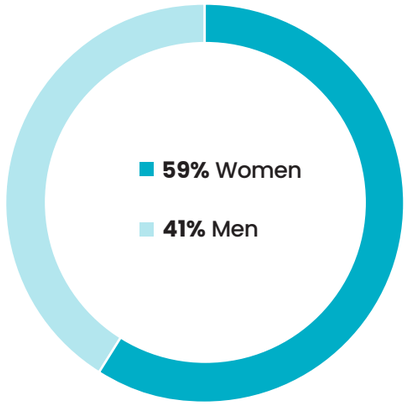
Represented our employees' diverse backgrounds by recognizing cultural holidays and other heritages.

The D&I committee is developing a program to reinforce our culture of inclusion and belonging and will launch with the company's first Employee Resource Group. We are currently gathering feedback from our employees on additional program development opportunities.

Demographics by role/managerial level*

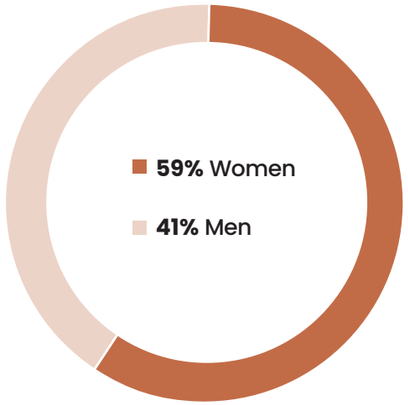
TOTAL EMPLOYEE BREAKDOWN	55% WOMEN	45% MEN	46% ALL ETHNIC MINORITIES

INDIVIDUAL CONTRIBUTOR



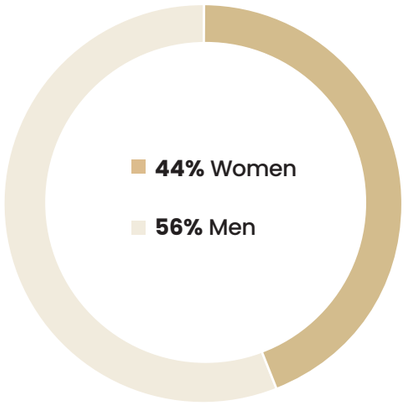
47% All Ethnic Minorities

FRONTLINE MANAGER/SUPERVISOR



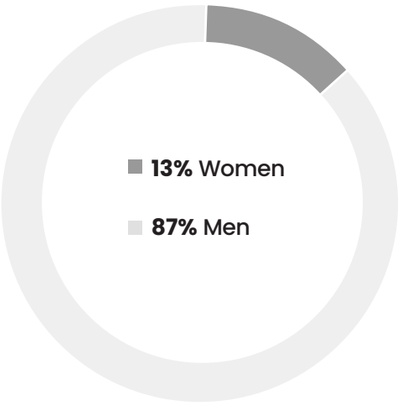
47% All Ethnic Minorities

MID-LEVEL MANAGER



44% All Ethnic Minorities

EXECUTIVE AND C-LEVEL MANAGER



25% All Ethnic Minorities

**As of December 31, 2022.*

Employee Compensation and Benefits

We provide an array of unique resources and benefits to our employees, in addition to competitive compensation, and have made additional progress on this goal in 2022.

Revance pays up to 95% of the health insurance premiums for our covered employees, which includes comprehensive infertility coverage for those with an infertility diagnosis. In 2022, our family planning reimbursement account benefit was made more inclusive, offering same-sex couples and single parents adoption assistance, IVF treatments, and surrogacy opportunities, with up to $20,000 allocated to support an employee's parenting journey.

In 2022, we offered a mindfulness/mental health awareness event to our employees.

89%

of employees participate in our health insurance program

Revance offers

85–95%

premium contributions

3

medical carrier programs are offered alongside an employer-funded health savings account

Pay Equity

In 2021, with the support of a third-party, we conducted a pay equity study across our employee base below the executive leadership level to help gauge the relationship between gender/ethnicity and pay considering job level, performance, tenure, etc.

Based on our pay equity study, approximately 2% of our employees were identified as exceeding the standard deviation below a predicted salary range for each position. Following the results of our study, we adjusted the salaries of those employees who were below the predicted salary range at their next merit review cycle.

Employee Safety

The health and safety of our employees is of paramount importance. Our Safety in the Workplace Policy is found in the Employee Handbook.

Workplace safety training is required for all employees on an annual basis through our internal training platform. Trainings, which are conducted by the company's Environment, Health, and Safety Department, include security and inspection, work-related injuries, and emergency protocols.

Requisite employment law information is displayed clearly at our facilities along with Occupational Safety and Health Administration (OSHA) and workers' compensation posters on bulletin boards in each office location.

We require that all employees report any safety accidents and incidents immediately, as well as to submit an accident report within five days of an incident occurring. All employees have the right to file a confidential safety and health complaint as required by CA OSHA. Our company has an operational Safety Suggestion Box to maintain employee confidentiality when soliciting feedback, suggestions, or safety concerns.

Our next goal is to seek certification according to the ISO 45001 standard for Occupational Health and Safety in the coming years.

OUR HEALTH AND SAFETY TRAININGS INCLUDE:

- Personal protective equipment (PPE) training
- Ergonomics evaluation procedures
- First aid training
- General office safety
- Special additional training for laboratory staff, including lab safety, chemical safety, biosafety

Community Commitment and Impact

Revance is committed to building upon the essential relationships we have with the local communities where we live and work.

In 2022, Revance has made a consistent effort to further our local community relationships and contributions. Our team members participated in numerous community volunteering events for both organizations and causes important to them through Share the Rev and our Diversity and Inclusion committees.

Environment

- → Water
- → Natural Gas
- → Electricity
- → Waste Management

Environment

Although our environmental impacts are modest, we are committed to monitoring and reducing our carbon footprint wherever possible. We have incorporated environmentally sustainable practices where feasible into our facilities and R&D/manufacturing operations. We also monitor and report on our water, fuel, and electricity usage, while strategizing ways to reduce our carbon footprint in the years to come.

The COVID-19 pandemic that began in 2020 provided us the opportunity to evaluate our remote/hybrid working policies. While the intention of these policies was to ensure the health, safety, and well-being of our team, we also recognize the added benefit of reducing daily commuting to the office and the corresponding reduction in greenhouse gas emissions. We will continue to evaluate our remote/hybrid working policy in concert with our goals to reduce our environmental footprint.

Environmental, Health & Safety (EH&S) team oversees our environmental, health, and safety programs and reports to the Senior VP of Enterprise Operations on the environment.

Water

Our water use varies by timing of production. Our Newark, California manufacturing facility averages 1,200 gallons of water usage per day, with 5,540 gallons used at a maximum, with 70% of that used for manufacturing. The wastewater generated during the manufacturing process is treated before it leaves operations using CDC and Union City Sanitary District (Ordinance No. 36) approved methods and chemicals.

Natural Gas

Our Newark, California manufacturing facility has one natural gas boiler certified by the EPA and BAAQMD as cleaner-burning engines. These are used 24 hours per day to provide heat and hot water to our building and processes. In 2022, our total natural gas usage was 159,870 therms. We monitor this usage regularly to ensure our systems are operating optimally and utilize a building management system to ensure efficient operations of our facilities.

Electricity

In 2022, our electricity use in our Newark, California manufacturing facility totaled 4,737,700 kWh. We use LED light sources and both occupancy and daylight sensors to minimize energy use for lighting. On the weekends, office air handlers are turned down to conserve energy. We also have two emergency generators at the facility certified by the EPA and BAAQMD as cleaner-burning engines. The average usage per month of these generators is approximately 15 minutes for testing and reliability purposes.

In 2021, we took steps to reduce our energy use by installing LED lighting in our Newark office and moved our headquarters into a Leadership in Energy and Environmental Design (LEED) certified building in Nashville. Now, 60% of the buildings in which our offices are located are LEED-certified.

Waste Management

As a manufacturer of a botulinum toxin active pharmaceutical ingredient, proper management of hazardous and medical waste is critical for our operations.

Revance follows a vigorous hazardous and medical waste handling program that complies with all relevant local, state, and federal regulations, including proper signage, storage, inspections, labeling, transporting, and disposal of waste. Our Newark, California manufacturing facility is a small generator of hazardous waste due to our limited use of hazardous chemicals in our manufacturing process. We autoclave all manufacturing waste materials per CDC regulations before medical waste is transported out of our facility for ultimate disposal.

Revance also diligently tracks our solid and e-waste production. Our recycling program covers the collection and disposal of all electronic-generated waste and includes donations of working computer hardware and unused lab supplies to local school charities.

We believe that keeping employees involved with proper on-site recycling is pivotal to the company's overall waste reduction. We strategically place recycling bins at all cubicles, workstations, kitchen areas, and printer areas. We also invest in eco-friendly reusables (e.g., utensils, cups, plates) and actively encourage employees to bring their personal reusable water bottles and coffee cups from home, including those that have been gifted by the company.

Revance is in the process of changing its distribution packaging for DAXXIFY® in 2023. We will replace Styrofoam as an insulating material with 100% recyclable packaging to limit its impact on the environment.

NEWARK, CA MANUFACTURING FACILITY

~100 gallons of mixed electronic waste generated per year

~15 cubic feet of solid waste generated per week

At least **30%** of solid waste is recyclable

Appendix

SASB Index

TOPIC	SASB CODE	METRIC DESCRIPTION	DISCLOSURE/DISCLOSURE LOCATION
ACCOUNTING METRIC			
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	No active clinical trials. Our previous trials were designed and then reviewed by the FDA mainly to assess drug efficacy and safety. They were managed by the Revance Clinical Research staff and conducted in coordination with a qualified contract research organization and investigational sites. These procedures were followed meticulously and were reflected in the package submitted to the FDA for drug product approval.
	HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Page 29: Supply Chain and Product Safety, Commitment to Responsible Clinical Trials
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	To date, the company has reported no monetary losses as a result of legal proceedings associated with corruption, bribery or clinical trials in developing countries.
Access to Medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Charitable or subsidized product for therapeutic use has not been established, as the first product approval in a therapeutic indication is expected in 2023.
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programmed (PQP)	NA

SASB Index continued

TOPIC	SASB CODE	METRIC DESCRIPTION	DISCLOSURE/DISCLOSURE LOCATION
Affordability & Pricing	HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	0
	HC-BP-240b.2	Percentage change in: (1) average list price and average net price across U.S. product portfolio compared to previous year	NA
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	NA
Drug Safety	HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	FDA's MedWatch list
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	FDA AE Reporting System
	HC-BP-250a.3	Number of recalls issued, total units recalled	0
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal.	In 2022, our product DAXXIFY® was not yet commercial. This metric is not currently available.
	HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Page 26: Supply Chain and Product Safety, Product Manufacturing and Supply Chain

SASB Index continued

TOPIC	SASB CODE	METRIC DESCRIPTION	DISCLOSURE/DISCLOSURE LOCATION
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Revance utilizes a number of strategies (physical markings, holograms, and other unique identifying features) in its manufacturing, packaging, and labeling to identify and maintain the integrity of its supply chain for finished drug product. Revance is in full compliance with the U.S. Food and Drug Administration's Drug Quality and Security Act, with requirements outlined in Title II, the Drug Supply Chain Security Act (DSCSA). Revance utilizes globally recognized serialization and compliance systems to ensure traceability and transparency throughout its supply chain network.
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Revance sells its product directly to the end user without the use of wholesalers or distributors and as such have high levels of security exit in our chain of custody whereby we have control of our finished goods. In the event of an issue such as detected counterfeit drugs, Revance has procedures for notifying regulatory authorities and has an in-house customer service team to assist with customer notification and the assurance of product safety.
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	To date, Revance has not had any actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products.

SASB Index continued

TOPIC	SASB CODE	METRIC DESCRIPTION	DISCLOSURE/DISCLOSURE LOCATION
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	To date, Revance has not had any monetary losses as a result of legal proceedings associated with false marketing claims.
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Page 22: Business Ethics and Compliance, Responsible Drug Promotion and Ethical Relationships with Healthcare Professionals
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Page 33: People and Culture, Talent Attraction and Retention Page 35: People and Culture, Diversity and Inclusion
	HC-BP-330a.2	1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	Page 34: People and Culture, Employee Turnover Revance's turnover rates consist of the following: 2022 Voluntary turnover = 21.6% 2022 Involuntary turnover = 2.9%
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Revance does not participate. A number of our suppliers may choose to participate in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program. Revance's vendor management program is risk-based, and we manage our own audit/qualification of suppliers and qualification of materials.

SASB Index continued

TOPIC	SASB CODE	METRIC DESCRIPTION	DISCLOSURE/DISCLOSURE LOCATION
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	To date, the company has reported no monetary losses as a result of legal proceedings associated with corruption and bribery.
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Page 22: Business Ethics and Compliance, Responsible Drug Promotion and Ethical Relationships with Healthcare Professionals
ACTIVITY METRIC			
Number of patients treated	HC-BP-000.A	Number of patients treated	At this time, this metric has not been tracked because products have been offered on a cash pay basis in the aesthetics market.
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Pages 4-10: Who We Are, Our Portfolio

Forward-Looking Statements

Any statements in this report that are not statements of historical fact, including statements related to our financial performance; our ability to successfully commercialize DAXXIFY®; future value creation; the PDUFA date and potential approval of our sBLA submission for cervical dystonia and our entry into the therapeutics market; the potential approval of our PAS submission for Aji; the rate and degree of commercial acceptance, opportunity, competition and growth potential of DAXXIFY®, the RHA® Collection of dermal fillers, our business and the markets in which we compete; the safety, efficacy and duration of DAXXIFY® and the RHA® Collection of dermal fillers, including in diverse patient populations; the potential to set a new standard; the potential benefits of our products and services, including DAXXIFY®, the RHA® Collection of dermal fillers and OPUL®; the extent to which our products and services are considered innovative and differentiated; our potential patient affordability program; our ESG approach, strategy and plans; the potential evolution of our corporate governance practices; our enterprise risk management, cybersecurity, manufacturing and supply chain, quality control, diversity and environmental plans; development and future indications of a biosimilar to onabotulinumtoxinA for injection with our partner, Viatris; and our business strategy, timeline and other goals, plans and prospects, including our therapeutics and commercialization plans; constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. You should not rely upon forward-looking statements as predictions of future events. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee that the future results, levels of activity, performance, events, circumstances or achievements reflected in the forward-looking statements will ever be achieved or occur.

Forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from our expectations. These risks and uncertainties relate, but are not limited to: our ability to obtain funding for our operations; the timing of capital expenditures; the accuracy of our estimates regarding expenses, future revenues, capital requirements, our financial performance and the economics of DAXXIFY®, the RHA® Collection of dermal fillers and OPUL®; the risk of future goodwill impairment charges; our ability to comply with our debt obligations and draw on our debt; the impact of the COVID-19 pandemic and other macroeconomic factors on our manufacturing operations, supply chain, end user demand for our products and services, the aesthetics market, commercialization efforts, business operations, regulatory meetings, inspections and approvals, clinical trials and other aspects of our business and on the market; our ability to maintain approval of our products; our ability and the ability of our partners to manufacture supplies for DAXXIFY® and our drug product candidates; our ability to acquire supplies of the RHA® Collection of dermal fillers; the uncertain clinical development process; our ability to obtain, and the timing relating to, regulatory submissions and approvals with respect to our drug product candidates and third-party manufacturers; the risk that clinical trials may not have an effective design or generate positive results or that positive results would assure regulatory approval or commercial success; the applicability of clinical study results to actual outcomes; the rate and degree of economic benefit, safety, efficacy, commercial acceptance, market, competition and/or size and growth potential of DAXXIFY®, the RHA® Collection of dermal fillers, and our drug product candidates, if approved; our ability to successfully commercialize DAXXIFY® and to continue to successfully commercialize the RHA® Collection of dermal fillers and OPUL®; the timing and cost of commercialization activities; the proper training and administration of our products by physicians and medical staff; our ability to expand sales and marketing capabilities; the status of commercial collaborations; changes in and failures to comply with laws and regulations; our ability to effectively manage our expanded operations in connection with the acquisition of Hint, Inc; the rate and degree of commercial acceptance, market, competition and growth potential of OPUL®; the profitability of and our ability to scale OPUL®, the features and functionalities and benefits to practices and patients of OPUL®; interruptions or performance problems associated with OPUL®; our ability to continue obtaining and maintaining intellectual property protection for our drug product candidates; the cost and our ability to defend ourselves in product liability, intellectual property, class action or other lawsuits; the volatility of our stock price; and other risks. Detailed information regarding factors that may cause actual results to differ materially from the results expressed or implied by statements in this report may be found in our periodic filings with the Securities and Exchange Commission (SEC), including factors described in the section entitled “Risks Factors” on our Form 10-K, filed with the SEC on February 28, 2023. The forward-looking statements in this report speak only as of the date hereof. We disclaim any obligation to update these forward-looking statements.

Important Safety Information

INDICATION
DAXXIFY® (daxibotulinumtoxinA-lanm) for injection is an acetylcholine release inhibitor and neuromuscular blocking agent indicated for the temporary improvement in the appearance of moderate to severe glabellar lines associated with corrugator and/or procerus muscle activity in adult patients.

WARNING: DISTANT SPREAD OF TOXIN EFFECT
The effects of DAXXIFY® and all botulinum toxin products may spread from the area of injection to produce symptoms consistent with botulinum toxin effects. These symptoms have been reported hours to weeks after injection. Swallowing and breathing difficulties can be life threatening and there have been reports of death. DAXXIFY® is not approved for the treatment of spasticity or any conditions other than glabellar lines.

IMPORTANT SAFETY INFORMATION

Contraindications
DAXXIFY® contraindications include hypersensitivity to any botulinum toxin preparation or any of the components in the formulation and infection at the injection site(s).

Warnings and Precautions
Please refer to Boxed Warning for Distant Spread of Toxin Effect.

The potency units of DAXXIFY® are not interchangeable with other preparations of other botulinum toxin products. Recommended dose and frequency of administration should not be exceeded. Patients should seek immediate medical attention if respiratory, speech or swallowing difficulties occur. Use caution when administering to patients with pre-existing cardiovascular disease. Concomitant neuromuscular disorders may exacerbate clinical effects of treatment.

Adverse Reactions
The most commonly observed adverse reactions (≥1%) were headache (6%), eyelid ptosis (2%) and facial paresis (1%).

Drug Interactions
Co-administration of DAXXIFY® and aminoglycoside antibiotics, anticholinergic agents or any other agents interfering with neuromuscular transmission or muscle relaxants should only be performed with caution as the effect of DAXXIFY® may be potentiated. The effect of administering different botulinum neurotoxins during course of treatment with DAXXIFY® is unknown.

Use in Specific Populations
DAXXIFY® is not recommended for use in children or pregnant women.

Please see DAXXIFY® full Prescribing Information, including Boxed Warning and Medication Guide.

ABOUT DAXXIFY®
DAXXIFY® (DaxibotulinumtoxinA-lanm) for injection is the first and only FDA approved long-lasting peptide-formulated neuromodulator product for use in adults for the temporary improvement of moderate to severe frown lines (glabellar lines).[4-5, 10-14] DAXXIFY® has the ability to deliver year-long results for patients with potentially only two treatments per year and has been proven to be effective, and generally safe and well tolerated.[5-8]* DAXXIFY® is powered by a cell-penetrating peptide technology (Peptide Exchange Technology™), Revance's proprietary, synthetic, 35-amino-acid stabilizing excipient with a highly positive charge, and is free of human serum albumin or animal-based components.[4, 5, 14] Manufactured exclusively in the U.S., DAXXIFY® is the first true innovation in neuromodulator product formulation in over 30 years.

Revance has evaluated this neuromodulator formulation in other Phase 2 clinical studies in aesthetics, including the full upper face, forehead lines and crow's feet as well as in therapeutic indications, including cervical dystonia and upper limb spasticity.

SOURCES

*At least 50% of patients treated with DAXXIFY® in SAKURA 1 and 2 had none or mild frown lines per investigator or patient assessments for 24 weeks and 23.9 weeks (6 months) or longer (respectively) after treatment.

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REVANCE®

1222 Demonbreun St., 20th Floor

Nashville, TN 37203

investors@revance.com