

**California Privacy Policy for Employees and Contingent Workers –
Notice of Collection of Personal Information
(Privacy Notice)**

Effective Date: December 14, 2021

What is the scope of this CCPA Privacy Notice?

The California Consumer Privacy Act of 2018 (CCPA) gives employees, contractors, and prospective employees and contractors who live and/or work in California the right to know what categories of Personal Information Revance, including our affiliated entities (referred to collectively as “Revance,” “we,” “our,” or “us”), collects about them and the purposes for which we use that information.

As used in this CCPA Privacy Notice, “Personal Information” means, for residents of California, information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household. Personal Information includes, but is not limited to, the categories of Personal Information identified below if such information identifies, relates to, describes, is reasonably capable of being associated with, or could be reasonably linked, directly or indirectly, with a particular individual or household.

What Personal Information may we collect about you and for what purpose?

| Categories of Personal Information Collected – we may collect these types of information: | Representative Data Elements – may include: | Purpose(s) for Collecting – how we could use this information: |
|---|---|---|
| Contact Information | <ul style="list-style-type: none"> • Full name, nicknames or previous names (such as maiden names) • Honorifics and titles, preferred form of address • Mailing address • Email address • Phone numbers • Contact information for related persons, such as authorized users of your account | <ul style="list-style-type: none"> • Evaluate a potential employment or contractor relationship with you • Perform background checks and verify past employment, educational history, and professional standing and qualifications • Evaluate, determine, and arrange compensation, payroll, and benefits • Assess your fitness and physical capacity for work • Contact you regarding your employment/contingent worker status with us • For personalization and delivery of our communications and messages, such as postal mail and packages |
| Other unique identifiers | <ul style="list-style-type: none"> • Social Security number • Driver’s license number • Passport number • Other government-issued identifiers as may be needed for compliance or given the nature of the relationship. | <ul style="list-style-type: none"> • To identify you • To maintain the integrity of our records • For employee/contingent worker verification, credit and reference checks • For security and risk management, fraud prevention and similar purposes • For our “Everyday Business Purposes,” such as contract management, analytics, fraud prevention, corporate governance, reporting, legal compliance and |

| Categories of Personal Information Collected – we may collect these types of information: | Representative Data Elements – may include: | Purpose(s) for Collecting – how we could use this information: |
|--|---|---|
| | | to fulfill our legal obligations, and to protect our rights and the rights and safety, including the health safety, of employees, contractors, and others |
| Biometric identifiers | <ul style="list-style-type: none"> • Biometric identifiers, such as facial recognition data, voiceprint, fingerprint • Mathematical representation of your biometric identifier, such as the template maintained for comparison | <ul style="list-style-type: none"> • To identify and authenticate you • For security and similar purposes (such as tracking access in our facilities) |
| Revance Unique Identifiers – We assign an employee ID number to you when you join Revance. | <ul style="list-style-type: none"> • Employee ID number • System identifiers (e.g., usernames or online credentials) • Revance ID number, unique pseudonym, or user alias, other unique identifiers • Device identifier • Identity/Online Authentication | <ul style="list-style-type: none"> • To identify you or your device, including to associate you with different devices that you may use • For record-keeping and reporting, including for data matching • For metrics and analytics • For our Everyday Business Purposes |
| Professional Information | <ul style="list-style-type: none"> • Employer and job title • Information included in a patient’s IRS 1040 form | <ul style="list-style-type: none"> • To determine and verify program, product, and service eligibility and coverage • To conduct internal business analysis and market research • To comply with legal and regulatory obligations • For our everyday business purposes |
| Characteristics or description of individuals | <ul style="list-style-type: none"> • Personal characteristic and preferences, such as your age range, date of birth, marital and family status, shopping preferences, languages spoken, race or ethnicity • Household demographic data, including from real estate records and census data • Data from social media profiles, such as Facebook, Twitter, LinkedIn and similar platforms • Education information, including credential data • Professional information • Hobbies and interests • Employment history, including roles and compensation data • CV and application data • Criminal convictions or offenses | <ul style="list-style-type: none"> • To better understand you and to understand our employees generally • To design products, services and programs that support our employees, including wellness programs • To identify prospective employees and contingent workers • For internal business purposes, such as quality control, training and analytics • For our Everyday Business Purposes • Perform background checks and verify past employment, educational history, and professional standing and qualifications • Evaluate, determine, and arrange compensation, payroll, and benefits • Assess your fitness and physical capacity for work • For our Everyday Business Purposes |
| Transaction and Interaction Information | <ul style="list-style-type: none"> • Employee/Contingent Worker account information and related records (records, records of payments) | <ul style="list-style-type: none"> • To fulfill our business relationship with you • For recordkeeping and compliance, including dispute resolution • For internal business purposes, such as finance, quality control, training, reporting and analytics |

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| | <ul style="list-style-type: none"> • Non-biometric data collected for consumer authentication (passwords, account security questions) • Visitor logs | <ul style="list-style-type: none"> • For risk management, fraud prevention and similar purpose • For our Everyday Business Purposes |
| Inferred and Derived Information | <ul style="list-style-type: none"> • Propensities, attributes and/or scores generated by internal analytics programs and used for information security and fraud purposes | <ul style="list-style-type: none"> • We combine inferred data with other relationship information and use this type of information: • To better understand you and to understand our employees and contingents generally • To design products, services and programs for our employees, including wellness programs • For internal business purposes, such as quality control, training and analytics • For our Everyday Business Purposes |
| Internet and online/ Technical Information | <ul style="list-style-type: none"> • IP Address • MAC Address, SSIDs or other device identifiers or persistent identifiers • Online user ID • Password • Device characteristics (such as browser information) • Web Server Logs • Application Logs • Browsing Data • Viewing Data (TV, Streaming) • First Party Cookies • Third Party Cookies • Flash Cookies • Silverlight Cookies • Web beacons, clear gifs and pixel tags | <ul style="list-style-type: none"> • For system administration, technology management, including optimizing our websites and applications • For information security and cybersecurity purposes, including detecting threats • For recordkeeping, including logs and records that maintained as part of Transaction Information • To better understand our employees and contingent workers and to enhance our Relationship Information, including by associating you with different devices and browsers that they may use • For our Everyday Business Purposes |
| Audio Visual Information | <ul style="list-style-type: none"> • Photographs • Video images • CCTV recordings • Call center recordings and call monitoring records • Voicemails | <ul style="list-style-type: none"> • For internal business purposes, such as call recordings used for training, coaching or quality control • For relationship purposes, such as use of photos and videos for social media purposes • For premises security purposes and loss prevention • For our Everyday Business Purposes |
| Financial information | <ul style="list-style-type: none"> • Bank account number and details (if you use automated payments) • Payment card information • Credit reports, credit scores • Compensation data • Payment and reimbursement amounts • Financial information related to benefits provided through Revance | <ul style="list-style-type: none"> • To fulfill our business relationship with you, including processing payments, issuing refunds and collections • For recordkeeping and compliance, including dispute resolution • For internal business purposes, such as finance, audits, training, reporting and analytics • For risk management, fraud prevention and similar purpose • For our Everyday Business Purposes |
| Health Information | <ul style="list-style-type: none"> • Information about physical or mental health (including temperature checks), vaccination status, disease state, medical history or | <ul style="list-style-type: none"> • To fulfill our business relationship with you, including for healthcare treatment, payment and operations |

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| | <p>medical treatment or diagnosis, medicines taken, and other health values and sensor readings</p> <ul style="list-style-type: none"> • Drug allergies • Name/Contact of healthcare providers • Health insurance company • Insurance account number • Information on payment for healthcare services (EOB forms, HSA statements, claims data, claims assistance records) • Health plan beneficiary names/numbers • Information needed to accommodate disabilities • Information about workplace accidents and occupational safety | <ul style="list-style-type: none"> • For recordkeeping and compliance, including dispute resolution • For internal business purposes, such as finance, audits, training, reporting, analytics, and contact tracing • For risk management, fraud prevention and similar purpose • For our Everyday Business Purposes |
| Health Insurance Data | <ul style="list-style-type: none"> • Policy Number • Reimbursement Data • Co-pay data • Coverage amount data • Health values, sensor reading data (e.g., HBA1C, blood glucose, etc.) • Subscriber or Account identification number • Claims history • Benefits information | <ul style="list-style-type: none"> • To fulfill our business relationship with you, including for healthcare benefits, treatment, payment and operations • For recordkeeping and compliance, including dispute resolution • For internal business purposes, such as finance, audits, training, reporting, analytics, and contact tracing • For risk management, fraud prevention and similar purpose • To comply with legal and regulatory obligations • For our Everyday Business Purposes |
| Electronic and Sensor data | <ul style="list-style-type: none"> • Smart device records • IoT products • Vehicle onboard device records | <ul style="list-style-type: none"> • To enable product functionality • For internal business purposes, such product development, security, and quality control • For relationship purposes, including analytics regarding product usage • For our Everyday Business Purposes |
| Geolocation data | <p>Precise location (e.g., from mobile devices), including routes taken and time spent traveling</p> | <ul style="list-style-type: none"> • Provide the information, products or services requested • For information security and fraud prevention • For our Everyday Business Purposes |
| Compliance data | <ul style="list-style-type: none"> • Compliance program data, including employee/contingent worker screening records, and other record maintained to demonstrate compliance with applicable laws, such as tax laws, ADA • Occupational and environmental safety records • Motor vehicle records • Vehicle insurance information | <ul style="list-style-type: none"> • To comply with and demonstrate compliance with applicable laws • For legal matters, including litigation and regulatory matters, including for use in connection with civil, criminal, administrative, or arbitral proceedings, r before regulatory or self-regulatory bodies, including service of process, investigations in anticipation of litigation, execution or enforcement of judgments and orders |

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|---|---|---|
| | <ul style="list-style-type: none"> • Records relating to complaints and internal investigations, including compliance hotline reports • Records of privacy and security incidents involving HR records, including any security breach notifications | <ul style="list-style-type: none"> • For internal business purposes, such as risk management, audit, internal investigations, reporting, analytics • For our Everyday Business Purposes |

How do you contact us if you have any questions or concerns?

If you have any questions regarding this Notice, you can contact Revance’s Privacy Office at privacy@revance.com. You may also report any complaints to your manager or local HR department.