

# CROWN LABORATORIES, INC.

## MISSION AND VISION

Beautifully comprehensive skin care takes a deeper commitment. As a fully integrated global company, Crown is dedicated to developing and providing a diverse portfolio of safe and effective scientific solutions for life-long healthy skin.

We will devote our passion, energy and talent to become an innovative leader in the skincare industry while enriching the lives we touch.

### PORTFOLIO

Aesthetics  
Premium Skincare  
Therapeutic Skincare  
CDMO

### INDICATIONS

Acne  
Acne Scarring  
Analgesic  
Anti-aging  
Anti-fungal  
Anti-itch  
Moisturization  
Neck Wrinkles  
Skin Biomecare  
Suncare

### MILESTONES

REVENUE  
\$375M with +20%  
annual growth rates

Eleven-time Member of  
the Inc. 5000 America's  
Fastest-Growing Private  
Companies List

Member of Deloitte's  
2020 Technology Fast  
500 List

### KEY METRICS

FOUNDED  
2000

EMPLOYEES  
700+

LOCATIONS  
Johnson City, TN  
Dallas, TX  
New York, NY

### GLOBAL CHANNELS

Aesthetics HCP  
Premium Beauty Retail  
Mass Retail  
Amazon/Online  
Food and Drug

## EXECUTIVE LEADERSHIP

JEFF REDARD  
FOUNDER, CEO



NADEEM NOZ  
PRESIDENT, CFO/COO



THOMAS HITCHCOCK, PH.D.  
CSO



STEVE GALLOPO  
EVP AND COO,  
CONSUMER SKINCARE



MATT ARGANO, PH.D.  
CRO



SATISH KALALA  
CTO



NICK CROWE  
CSO



MICHAEL MCKENNA  
CSO AND EVP,  
AESTHETICS



SHERIE HAMMOCK  
EVP AND GENERAL  
COUNSEL



PHIL WEBB  
EVP, GLOBAL HR



## CORE VALUES



### Diversity

*Treating others with dignity and respect. Every journey is different and rich with life's experiences that should be valued and respected.*



### Teamwork

*Working together as one team believing in the potential of people, while recognizing the value of each person's perspective.*



### Work-Life Balance

*Striking a healthy balance between the needs of home, work and self. Diversity enriches our lives and builds better, stronger, safer communities.*



### Accountability

*Taking ownership of our actions to further our mission and achieve our vision. Success is not accidental. We will be intentional in doing the right things and holding one another to a uniform, high standard.*



### Character

*Acting with integrity and showing pride in everything we do. Enabling equal opportunity for personal and career success.*



### Excellence

*Setting the standard of success for ourselves and others to follow. The vision to improve the lives we touch demands the best from each of us. Our impact is greater when we are united.*

## CROWN LABORATORIES, INC.

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CROWN®  
SKIN SCIENCE FOR LIFE

# Company Milestones

## 2000:

- Crown Laboratories, Inc. is established

## 2001:

- Crown launches Blue Lizard® Australian Sunscreen, its flagship brand
- Del-Ray Labs, Inc. and Med-Derm Pharmaceuticals, Inc. become divisions of Crown

## 2013:

- All divisions are consolidated into Crown Laboratories, Inc.

## 2014:

- Crown launches its direct sales force

## 2017:

- Hildred Capital Partners, LLC acquires Crown Laboratories, Inc.

## 2018:

- Crown acquires Vita Liberata and Bellus Medical, LLC, multiple products from GlaxoSmithKline
- Crown launches beauty and aesthetic portfolios

## 2019:

- Crown launches new logo/tagline - "Skin Science for Life"
- Crown acquires Keri® Lotion
- Crown acquires Xycrobe Therapeutics, an innovator in skin microbiome technology
- Crown Laboratories moves into its new corporate headquarters in Johnson City, Tennessee
- Crown Laboratories launches new, reef-friendly reformulation of Blue Lizard® Australian sunscreen

## 2020:

- Crown completes its commercial integration plan and introduces new business units: Crown Aesthetics, Crown Beauty, Crown Therapeutics
- Crown converts a significant portion of its Johnson City-based manufacturing capability to producing hand sanitizer to combat the spread of COVID-19

## 2021:

- Crown acquires StriVectin, launches Premium Skincare business unit

## 2022:

- Crown breaks ground on 60,000-square-foot expansion of Johnson City production facility

## 2023:

- Crown Aesthetics launches BIOJUVE with Xycrobe Technology for the skin biome
- Crown opens newly expanded manufacturing complex in Johnson City, bringing the location's total production space to 250,000 square feet

## 2024:

- Crown consolidates Premium Skincare and Therapeutics into one Consumer Skincare business unit
- Crown acquires select Assets from Healeon LLC, A Subsidiary of Bimini Health Tech