



Trevena, Inc. (NASDAQ: TRVN) is a Philadelphia-based biopharmaceutical company dedicated to delivering innovative medicines to patients with central nervous system disorders. Based on Nobel Prize winning research on GPCRs – a well-established class of drug targets that holds vast untapped therapeutic potential – Trevena’s science and robust pipeline is tackling some of the most urgent diseases in CNS and beyond.

To date, Trevena has accomplished what very few companies this size have been able to do: successfully take a drug candidate through the entire discovery, development and commercialization process. Currently, Trevena has one approved product, OLINVYK™ (oliceridine) injection, on the market and four other novel and differentiated investigational drug candidates.

## Mission

Trevena is guided by an innovative spirit and an unwavering commitment to patients. It is a place driven by its employees – passionate and talented industry experts who operate with integrity, transparency, and respect for one another. Trevena employees are united in one mission: to deliver new medicines that address critical areas of need in CNS disorders. We are **Innovating for Patients**.

## Culture

Trevena is known for its *awesome* culture – one that encourages employees to have a voice and make meaningful contributions on multiple fronts. Our leadership team is truly committed to nurturing this culture, and employees have remarked that our culture is one of our strongest “selling points” for both attracting and retaining talented team members. In addition, we like to *have fun!*

## Trevena Guiding Principles Foundation for Culture & High-Performing Work Environment



# Environment

Our environment is multi-faceted encompassing the following components, among others.

**Respect:** Team members are highly respected at Trevena and have a strong voice within the company. They directly contribute to our success on many levels. We are proud of our diverse team, and value the unique perspectives each team member brings to the table. Employees have shared that “we take respect to a new level” here at Trevena, employing “genuinely nice people who collaborate well, and truly care about one another”. “We don’t perpetuate politics; instead we operate with transparency”.

**Opportunity – growth and development:** Team members at Trevena are leaders within their functions and have ample opportunity to be involved in many facets of the business. In fact, cross-functional collaboration is key to our success, and team members are encouraged to venture outside of their own teams to learn and grow. We also regularly recognize employees for their contributions with our Trevena Appreciation Program (TAP) and in many other ways.

**Work-life balance:** Flexibility is one of our core values which makes it possible for team members to experience a healthy work-life balance. Our Telecommute policy provides team members the chance to work remotely and arrange their schedules, as needed, to meet both home and work commitments. In addition, Trevena supports employee participation in causes/activities that benefit the broader community, such as service days with LifeScience Cares PA, and others. Employees have commented that “Work-life balance is *real* here. We know that avoiding burnout makes good business sense”.

**Compensation and Benefits:** We benchmark our compensation and benefits programs to ensure that we provide competitive annual base pay and bonuses, among other incentives. In addition, we currently have a generous equity program for both new hires and current employees, year-after-year. We offer a phenomenal benefits package, including:

- Health insurance that reimburses 100% of our annual deductible/out of pocket maximum (in-network)
- 25 PTO days (prorated to hire date in the first year of employment)
- 15 holidays, including shut down between Christmas and New Year’s Day
- 4% match on our 401k plan

# Foundation

We have a solid foundation from which to grow.

**Approved Product:** We have an approved product on the market – discovered, developed and commercialized within Trevena.

**Pipeline:** We have a pipeline of promising and valuable assets that are new mechanisms of action wholly owned by Trevena.

**Leadership:** Our leadership team is comprised of highly credentialed and experienced executives who are experts in their areas of specialty. They are great leaders who work well together.

**Financial Management:** Trevena has a strong track record of raising funds and managing them well. We currently have a cash runway through Q4 2022, and various options available to us for raising additional capital. We have no debt, a strong commercial team, and a solid plan for generating revenue.

For more information contact human resources: [careers@trevena.com](mailto:careers@trevena.com) 610-354-8840.