

Summary overview of the main elements of the employment agreement with Dr. Frank Weber

Topic	Summary
<i>Parties</i>	Vivoryon Therapeutics N.V. (the " Company ") and Dr. Frank Weber.
<i>Gross annual base salary</i>	EUR 224,000
<i>Bonus</i>	EUR 70,000 (assuming at-target performance)
<i>Options</i>	<p>Dr. Weber will receive a grant of:</p> <ul style="list-style-type: none"> - 180,000 options for shares in the Company's capital which will be subject to a time-vesting arrangement over a 3-year period; and - 150,000 options for shares in the Company's capital that are subject to certain performance criteria set by the Company's board of directors.
<i>Disability</i>	Continued payment of the fixed annual base salary for a period of up to 3 months (or until the termination date of the agreement, if earlier).
<i>Non-compete</i>	Applies for the duration of the agreement.
<i>Term</i>	From August 14, 2023 until the conclusion of the Company's annual general Meeting to be held in 2025 or, if the Company's general meeting does not pass a resolution to allow for such term by amending the Company's remuneration policy to that effect, until the conclusion of the Company's annual general meeting to be held in 2026.
<i>Termination</i>	Termination prior to the expiration of the term is only possible for cause, in case of dismissal by the Company's general meeting (subject to a prior notice period, if proposed by the Company's board of directors), or in case of resignation by Dr. Weber (subject to a prior notice period).
<i>Severance pay</i>	None.

Summary overview of the main elements of the employment agreement with Ms. Doering

Topic	Summary
<i>Parties</i>	Vivoryon Therapeutics N.V. (the " Company ") and Ms. Doering.
<i>Gross annual base salary</i>	EUR 200,000
<i>Bonus</i>	EUR 50,000 (assuming at-target performance)
<i>Options</i>	Ms. Doering will receive a grant of 100,000 options for shares in the Company's capital which will be subject to a time-vesting arrangement over a 3-year period.
<i>Disability</i>	Continued payment of the fixed annual base salary for a period of up to 3 months (or until the termination date of the agreement, if earlier).
<i>Non-compete</i>	Applies for the duration of the agreement.
<i>Term</i>	From August 14, 2023 until the conclusion of the Company's annual general Meeting to be held in 2025 or, if the Company's general meeting does not pass a resolution to allow for such term by amending the Company's remuneration policy to that effect, until the conclusion of the Company's annual general meeting to be held in 2026.
<i>Termination</i>	Termination prior to the expiration of the term is only possible for cause, in case of dismissal by the Company's general meeting (subject to a prior notice period, if proposed by the Company's board of directors), or in case of resignation by Ms. Doering (subject to a prior notice period).
<i>Severance pay</i>	None.