

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 282,000*
<i>Bonus</i>	EUR 88,000* (assuming at-target performance)
<i>Options</i>	Dr. Weber has received grants of 400,000 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 July 01, 2025* 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.

*Corrected August 21, 2025

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 160,000*
<i>Bonus</i>	EUR 40,800* (assuming at-target performance)
<i>Options</i>	Ms. Doering has received a grant of 75,000 options for shares in the Company's capital which 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 June 25, 2025 until the conclusion of the Company's annual general Meeting to be held in 2027.
<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.

* Gross annual base salary and Bonus amounts reflect 60% of a full-time position.

Summary overview of the main elements of the employment agreement with Dr. Neugebauer

Topic	Summary
<i>Parties</i>	Vivoryon Therapeutics N.V. (the " Company ") and Dr. Neugebauer.
<i>Gross annual base salary</i>	EUR 225,000
<i>Bonus</i>	EUR 61,875 (assuming at-target performance)
<i>Options</i>	Dr. Neugebauer will receive a grant of: <ul style="list-style-type: none"> - 50,000 options for shares in the Company's capital which will be subject to a time-vesting arrangement over a 3-year period, and - 20,000 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 May 1, 2025 until the conclusion of the Company's annual general Meeting to be held in 2027.
<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. Neugebauer (subject to a prior notice period).
<i>Severance pay</i>	None.