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

Topic	**Summary**
Parties	Vivoryon Therapeutics N.V. (the "**Company**") and Dr. Frank Weber.
Gross annual base salary	EUR 282,000
Bonus	EUR 88,000 (assuming at-target performance)
Options	Dr. Weber will receive grants of 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.
Disability	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).
Non-compete	Applies for the duration of the agreement.
Term	From September 29, 2026 until the conclusion of the Company's annual general Meeting to be held in 2027.
Termination	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).
Severance pay	None.

Summary overview of the main elements of the employment agreement with Dr. Michael Schaeffer

Topic	**Summary**
Parties	Vivoryon Therapeutics N.V. (the "**Company**") and Dr. Michael Schaeffer.
Gross annual base salary	EUR 286.000
Bonus	EUR 80.000 (assuming at-target performance)
Options	Dr. Schaeffer has received grants of 150.000 options for shares in the Company's capital ; thereof 75.000 are vesting over the next 3 years; 75.000 are subject to certain performance criteria set by the Company's board of directors.
Disability	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).
Non-compete	Applies for the duration of the agreement.
Term	From September 29, 2026 until the conclusion of the Company's annual general Meeting to be held in 2028.
Termination	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. Schaeffer (subject to a prior notice period).
Severance pay	None.

Summary overview of the main elements of the employment agreement with Marcus Irsfeld

Topic	**Summary**
Parties	Vivoryon Therapeutics N.V. (the "**Company**") and Marcus Irsfeld.
Gross annual base salary	EUR 108,667*
Bonus	EUR 27,200* (assuming at-target performance)
Options	Mr. Irsfeld has received grants of: - 36,000 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.
Disability	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).
Non-compete	Applies for the duration of the agreement.
Term	From September 29, 2026 until the conclusion of the Company's annual general Meeting to be held in 2027.
Termination	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 Mr. Irsfeld (subject to a prior notice period).
Severance pay	None.

*Gross annual base salary and Bonus amounts reflect 40% of a full-time position.