



*Main terms of employment for Bryan Jennings*

<b>Employing entity</b>	Noxxon Pharma Inc.
<b>Function title</b>	Chief Financial Officer
<b>Board member positions</b>	<ul style="list-style-type: none"> <li>• Noxxon Pharma Inc.</li> <li>• Noxxon Pharma N.V.</li> </ul>
<b>Start date</b>	1 November 2021
<b>Annual base salary</b>	USD 400,000 gross (plus mandatory employer's contribution to social security)
<b>Annual target bonus</b>	USD 200,000 gross at maximum, based on achievement of certain performance goals and objectives as determined by Noxxon Pharma Inc. and subject to approval by Noxxon Pharma Inc and Noxxon Pharma N.V. (plus mandatory employer's contribution to social security)
<b>Employee stock ownership</b>	<p>Participation in the Noxxon Pharma N.V. 2016 stock option and incentive plan.</p> <p>On entering into the employment agreement: grant of one-time option to purchase up to 1,5% of the share capital of Noxxon Pharma N.V. outstanding at the time of the Euronext Growth Paris stock exchange market's closing on the day immediately preceding the day the stock option agreement is fully executed.</p>
<b>Fringe benefits</b>	Additional fringe benefits such as health insurance contributions in line with employer's standard policies