



MAIN TERMS OF APPOINTMENT FOR DR. DIRK EULBERG

Employing entity	TME Pharma N.V.
Function Title	Chief Operating Officer (COO)
Board member position	Board of Directors
Annual base salary	€ 7,200 gross (excluding mandatory employer's contribution to social security, if any) per month based on a part-time basis.
Initial equity	<p>Initial grant of stock options of up to 0.2% of the issued share capital of TME Pharma N.V. outstanding at the time of the Euronext Growth Paris stock exchange market's closing on the day the stock option agreement is fully executed (the "Grant Date").</p> <p>25% of these stock options will vest on the Grant Date, and the remainder will vest at the rate of 25% on each of 1st, 2nd and 3rd anniversary of the Grant Date should he continue to be employed by the Company.</p> <p>As of the date of this publication such initial grant would amount to 188,377 options.</p>
Fringe benefits	Additional fringe benefits.