

UK SUB-PLAN
under the
FARON PHARMACEUTICALS OY
SHARE OPTION PLAN 2019

23 January 2020

Faron Pharmaceuticals Oy (the “**Company**”) has established this Sub-Plan for the United Kingdom (the “**Sub-Plan**”) under the Share Option Plan 2019 (as amended from time to time, the “**Plan**”) of the Company, as of the date above, pursuant to a resolution adopted by the board of directors of the Company (the “**Board**”) and in accordance with the powers granted to the Board under rule 17.4 of the Plan.

1. Purpose

The primary purpose of this Sub-Plan is to amend those provisions of the Plan which are required to be amended in order for grants of Options, and communications concerning those Options, to be exempt from provisions of the United Kingdom Financial Services and Markets Act 2000 (the “**FSMA**”).

2. Application

The Sub-Plan shall be used solely to grant Options to employees of the Company or any member of the same group as the Company (an “**Affiliate**”) resident and providing services in the United Kingdom (“**UK Employees**”). The Company retains discretion to grant Options to UK Employees under the Plan outside of this Sub-Plan. (The term “**group**” in relation to the Company shall bear the meaning given to such term in section 421 of the FSMA.)

3. Restricted Delivery of Rights

Payments of benefits under this Sub-Plan shall be made only in ordinary shares in the capital of the Company or such other securities of the Company that may arise from such shares under the adjustment provisions of the Plan. For the avoidance of doubt, and without limitation, no cash settlement of Options shall be permissible.

4. Withholding of Taxes

All Options will be subject to tax withholding as described in the Plan but, for the purposes of this Sub-Plan, references to Tax Liability in the Plan shall be read and construed as including, without limitation, United Kingdom income tax and primary class 1 (employee’s) national insurance contributions for which the UK Employee’s employer is liable to account on behalf of the UK Employee and, if so agreed between the Company and/or any Affiliate and the UK Employee, secondary class 1 (employer’s) national insurance contributions for which the UK Employee’s employer is liable to account.

5. Restricted Transfer of Rights

The persons to whom rights under Options under this Sub-Plan may be assigned or transferred, whether by will or the laws of descent and distribution or under any provision of the Plan or otherwise, shall be limited to a UK Employee’s children and step-children under the age of eighteen, spouses and surviving spouses and civil partners (within the meaning of the United Kingdom Civil Partnerships Act 2004) and surviving partners.

6. **Incorporation of Plan Provisions**

The provisions of the Plan shall apply to all Options granted under this Sub-Plan by reference to the Plan and shall accordingly be deemed to be incorporated herein, save as varied by the terms of this Sub-Plan.