

## Pay Versus Performance Table

The following table provides the information required for our NEOs for each of the fiscal years ended December 31, 2023, December 31, 2022, and December 31, 2021, along with the required financial information required for each fiscal year:

Year	Summary Compensation Table Total for PEO (1)	Compensation Actually Paid to the PEO (1)(2)(3)	Average Summary Compensation Table Total for Non-PEO NEOs (4)	Average Compensation Actually Paid to Non-PEO NEOs (2)(3)(4)	Year-end value of \$100 invested in TRVN on 12/31/2020	Net Income (in millions)
	\$	\$	\$	\$	\$	\$
2023	1,664,855	1,452,158	1,022,917	921,809	1.35	-40.3
2022	1,002,005	-4,142	680,170	310,430	2.67	-53.7
2021	1,782,762	-712,257	939,011	-63,359	27.22	-51.6

(1) The PEO for all fiscal years is Carrie Bourdow

(2) Deductions from, and additions to, total compensation in the Summary Compensation Table by year to calculate Compensation Actually Paid include:

	2023		2022		2021	
	PEO	Average Non-PEO NEOs	PEO	Average Non-PEO NEOs	PEO	Average Non-PEO NEOs
<b>Total Compensation from Summary Compensation Table</b>	\$ 1,664,855	\$ 1,022,917	\$ 1,002,005	\$ 680,170	\$ 1,782,762	\$ 939,011
<b>Adjustments for Pension</b>						
Adjustment Summary Compensation Table Pension	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Amount added for current year service cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Amount added for prior service cost impacting current year	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Adjustments for Pension</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Adjustments for Equity Awards</b>						
Adjustment for grant date values in the Summary Compensation Table	\$ (581,700)	\$ (290,850)	\$ -	\$ -	\$ (855,875)	\$ (303,016)
Year-end fair value of unvested awards granted in the current year	\$ 375,492	\$ 187,746	\$ -	\$ -	\$ 728,125	\$ 242,672
Year-over-year difference of year-end fair values for unvested awards granted in prior years	\$ (21,205)	\$ (7,039)	\$ (746,803)	\$ (273,441)	\$ (1,498,614)	\$ (650,488)
Fair values at vest date for awards granted and vested in current year	\$ 29,752	\$ 14,876	\$ -	\$ -	\$ -	\$ 585
Difference in fair values between prior year-end fair values and vest date fair values for awards granted in prior years	\$ (15,037)	\$ (5,840)	\$ (259,344)	\$ (96,300)	\$ (868,655)	\$ (292,123)
Forfeitures during current year equal to prior year-end fair value	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dividends or dividend equivalents not otherwise included in total compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Adjustments for Equity Awards</b>	\$ (212,697)	\$ (101,107)	\$ (1,006,147)	\$ (369,741)	\$ (2,495,019)	\$ (1,002,370)
<b>Compensation Actually Paid (as calculated)</b>	\$ 1,452,158	\$ 921,809	\$ (4,142)	\$ 310,430	\$ (712,257)	\$ (63,359)

(3a) The following summarizes the valuation assumptions used for stock option awards included as part of Compensation Actually Paid:

- Expected life of each stock option is based on the "simplified method" using an average of the remaining vest and remaining term, as of the vest/FYE date.
- Strike price is based on each grant date closing price and asset price is based on each vest/FYE closing price.
- Risk free rate is based on the Treasury Constant Maturity rate closest to the remaining expected life as of the vest/FYE date.
- Historical volatility is based on daily price history for each expected life (years) prior to each vest/FYE date. Closing prices provided by S&P Capital IQ are adjusted for dividends and splits.
- Represents annual dividend yield on each vest/FYE date.

(3b) The following table illustrates the valuation assumptions as of the vesting date for awards that vested in each of 2023, 2022 and 2021

	For Stock Options Vesting in			Weighted Average Fair Value at vesting	For Restricted Share and Restricted Stock Units Vesting in			Weighted Average Fair Value at vesting	For Performance Share Awards Vesting in		
	2023	2022	2021		2023	2022	2021		2023	2022	2021
Expected volatility	89% - 138%	77.1% - 112.2%	97.1% - 117%		\$0.59	\$3.58	\$19.34		\$0.59	--	--
Expected dividend yield	.0% - .0%	0%	0%								
Expected term, in years	3.0 - 4.3	3-4.8	3-4.9								
Risk-free interest rate	3.6% - 4.8%	1.6% - 4.4%	.2% - 1.2%								

(4) Non-PEO NEOs reflect the average Summary Compensation Table total compensation and average Compensation Actually Paid for Mark A. Demitrack, M.D. and Barry Shin in all fiscal years