

## EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into as of 2021-12-06, between Solaris Pharmaceutical Inc. ("Company") and Michelle Larson ("Employee").

### Section 1. Position and Duties

The Company hereby employs Employee as Managing Director. Employee shall perform all duties customarily associated with such position and such other duties as reasonably assigned.

### Section 2. Compensation

Section 2.1. Base Salary. The Company shall pay Employee a base salary of \$200,000 per year, payable in equal bi-weekly installments.

Section 2.2. Annual Bonus. Employee shall be eligible for an annual performance bonus targeted at 25% of base salary, based on the Company's and Employee's achievement of performance objectives established by the Board of Directors.

Section 2.3. Equity Grant. Subject to Board approval, Employee shall receive a grant of stock options representing 0.83% of the Company's fully diluted capitalization as of the grant date. Options shall vest 25% on the first anniversary of the grant date and monthly thereafter over 36 months.

### Section 3. Benefits

Employee shall be entitled to participate in all employee benefit plans and programs maintained by the Company, including health insurance, dental, vision, and 401(k).

### Section 4. Confidentiality

Employee acknowledges access to Confidential Information and agrees to maintain its confidentiality during and after employment, and to use it solely for Company purposes.

### Section 5. Intellectual Property

Employee hereby assigns to the Company all inventions, discoveries, and work product conceived or developed during the Employment Term that relate to the Company's business.

### Section 6. Term and Termination

This Agreement is at-will. Either party may terminate at any time with or without cause.

### Section 7. Severance

If Employee is terminated without Cause, Employee shall receive 8 weeks of base salary as severance, conditioned on execution of a general release.

GOVERNING LAW: Virginia

Solaris Pharmaceutical Inc.

By: \_\_\_\_\_

Michelle Larson

Signature: \_\_\_\_\_

Date: 2021-12-06