



November 3, 2016

Joseph Shaulson  
[Address]  
[Address]

Re: Separation Agreement

Dear Joe:

This letter agreement (the “**Separation Agreement**”) confirms your understanding with Metabolix, Inc. (the “**Company**”) regarding the termination of your employment with the Company and the termination of your Employment Agreement with the Company dated December 19, 2013 (the “**Employment Agreement**”). In consideration of the mutual promises and covenants contained in this Agreement, and for other good and valuable consideration, the receipt and sufficiency of which are hereby mutually acknowledged, we have agreed as follows:

1. Resignation, Transition Support and Board Service. In connection with the Company’s ongoing transition to Yield10 Bioscience and the related reorganization of management, you resigned and the Company accepted your resignation as President and Chief Executive Officer of the Company effective October 17, 2016. You also have resigned and the Company accepts your resignation from all offices of the Company’s subsidiaries. Your employment with the Company will continue in a non-executive capacity from the date of this Separation Agreement through December 31, 2016 (the “**Transition Period**”), at which time your employment with the Company will terminate. During the Transition Period, you will remain an employee and provide such transition support to the Company and its management team as may be reasonably requested by the Board of Directors of the Company (the “**Board**”). To the extent such transitional support does not require a full time commitment, you may devote the remainder of your working time to seeking other employment or personal matters. During the Transition Period and thereafter, you will continue to serve as a Director on the Board for the remainder of your current term and any reelection term, subject to your earlier resignation or removal in accordance with applicable law and the Company’s governing documents. You will be entitled to the same compensation as other non-employee directors in respect of your continued service as a Director on the Board, including equity grants to the extent provided generally to Board members.
  2. Compensation and Benefits During Transition Period. You will continue to receive base compensation and standard employee benefits during the Transition Period. Base compensation will continue at the rate of \$350,000 per year through the second pay period in October and will reduce to the rate of \$175,000 per year beginning with the first pay period in November through the final pay period in December. You will continue to receive your temporary living and
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