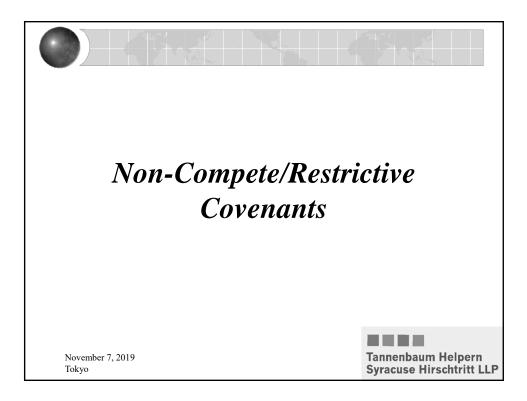


Termination (c) Compensation SUPPLIER FRIENDLY (Cont'd)	
Distributor recognizes that prices charged by Supplier to Distributor allow Distributor to obtain a reasonable return for its entire services and profit on resale, including costs of establishing and maintaining its organization. Distributor expressly acknowledges any rights to such indemnity afforded to Distributor by law or custom, and to the extent permissible under applicable law, expressly and completely waives its rights to such indemnity benefits. Distributor agrees to indemnify and hold Supplier harmless from all losses, damages, amounts, costs and expenses incurred by Supplier as a result of claims or actions brought by employees, agents, or representatives of Distributor for any severance pay, compensation, disability payment or social	
security payment or compensation.	Tannenbaum Helpern
Tokyo	Syracuse Hirschtritt LLP





Non-Compete/Restrictive Covenants

Product.

SUPPLIER FRIENDLY

During the Term and until three (3) years after expiration or termination of this Agreement, Distributor shall not engage in the manufacture, sales or promotion of widgets competitive in any manner with the Products for its own account or for any other supplier of such widgets, shall not enter the employ of, or render any services to, any person engaged in such activities and shall not become interested in any such person as an individual, partner, shareholder, officer, director, principal, agent, employer, employee, trustee, consultant or in any other relationship or capacity. November 7, 2019

Tokyo

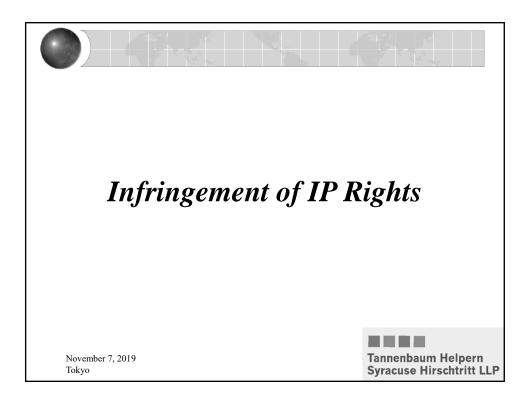
DISTRIBUTOR FRIENDLY

[No Non-compete]

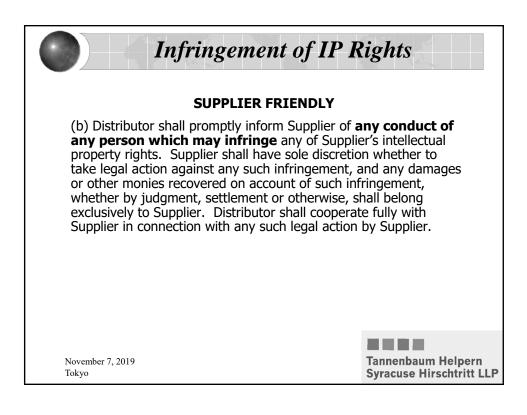
or

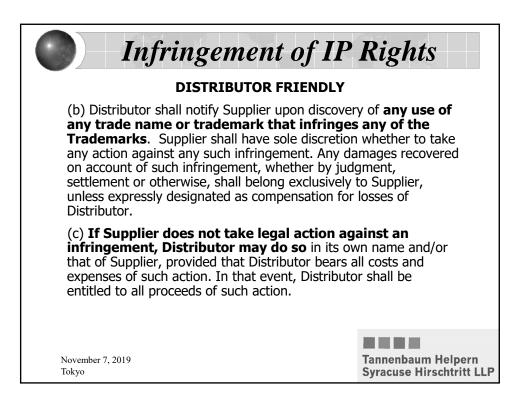
During the term of this Agreement, Distributor agrees not to distribute in the Territory any widget which is the same [*relevant category, e.g. flavor, purpose*] as any Product and is sold by Distributor at a **price** that is within 25% of Distributor's price for any such Product, or has a name **confusingly similar** to any

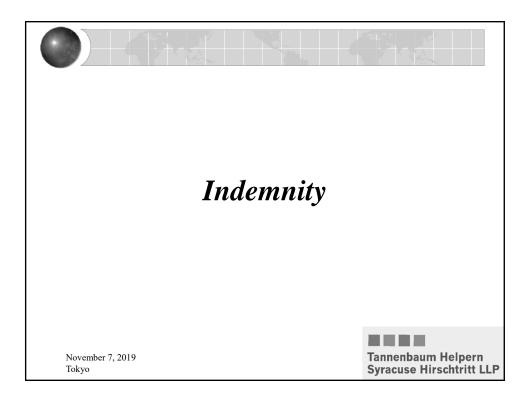








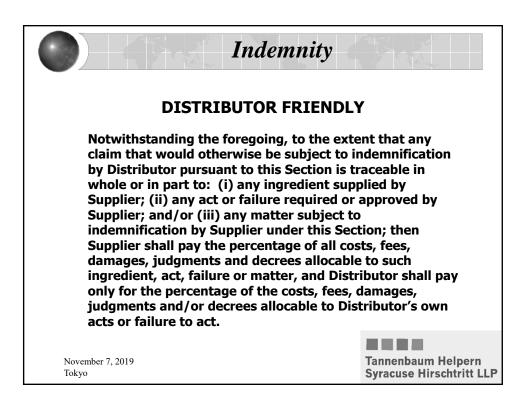




Indemnity SUPPLIER FRIENDLY **DISTRIBUTOR FRIENDLY** (a) Distributor shall indemnify and save (a) Distributor shall indemnify and save harmless Supplier from and against all losses, harmless Supplier from and against all losses, claims, damages or other costs of any nature claims, damages or other costs of any nature or kind whatsoever arising directly or indirectly or kind whatsoever arising directly or indirectly out of or relating to [any allegation of] out of or relating to [any allegation of] [any third party allegation of] (i) the [any third party allegation of] (i) the breach of any warranty, representation or breach of any warranty, representation or agreement made by Distributor to Supplier in agreement made by Distributor in this this Agreement; (ii) the negligence or Agreement; (ii) the negligence or intentional intentional misconduct of Distributor, its misconduct of Distributor, its officers, officers, employees, agents or contractors employees, agents or contractors (other than (other than Supplier); (iii) any quality or Supplier); or (iii) any quality or condition of or condition of or inherent defect introduced defect introduced into the Products as a into the Products after the time of consequence of the improper storage, delivery to Distributor; (iv) the conduct warehousing, distribution or sale by of Distributor's business; or (v) any Distributor of Products. claim of any subdistributor or other customer of Distributor other than a claim subject to indemnification by Supplier as set forth below. November 7, 2019 Tannenbaum Helpern

Tokyo

Syracuse Hirschtritt LLP



Indemnity

SUPPLIER FRIENDLY

(b) Supplier shall indemnify and save harmless Distributor from and against all losses, claims, damages or other costs of any nature or kind whatsoever arising directly or indirectly out of or relating to [any allegation of] [any third party allegation of [(i) the breach of any warranty, representation or agreement made by Supplier to Distributor in this Agreement; (ii) Distributor's use of the Intellectual Property in the Territory in a manner permitted by this Agreement; (iii) the negligence or intentional misconduct of Supplier, its officers, employees, agents or contractors; or (iv) the quality or condition of or **defect in the** Products at the time of shipment by Supplier.

> November 7, 2019 Tokyo

DISTRIBUTOR FRIENDLY

(b) Supplier shall indemnify and save harmless Distributor from and against all losses, claims, damages or other costs of any nature or kind whatsoever arising directly or indirectly out of or relating to [any allegation of] [any third party allegation of: (i) the breach of any warranty, representation or agreement made by Supplier in this Agreement; (ii) Distributor's use of the Intellectual Property in the Territory; (iii) the negligence or intentional misconduct of Supplier, its officers, employees, agents or contractors; (iv) any quality or condition of or defect in the Products at or before the time they were received by Distributor;



