

THIS AGREEMENT made this 7th day of December, 19 72, between Philip Morris Incorporated, a Virginia Corporation, ("Philip Morris" herein) and Ragnar Rylander, M.D. residing at Stockholm, Sweden ("Consultant" herein):

W I T N E S S E T H :

1. In consideration of the engagement of the Consultant to render services for Philip Morris, its subsidiaries and affiliates, the Consultant agrees that he will not, while so engaged, or afterward, use for his own benefit, disclose to or use for the benefit of any other person, firm or corporation, any trade process or formula, or other secret or confidential information, knowledge of which may have been acquired by him in the course of his engagement, and the Consultant also agrees that any new or improved apparatus, process formula or product, including chewing gum and candy, discovered or produced by him in the course of his engagement shall belong to Philip Morris, that he will promptly communicate full information thereof to Philip Morris, and, if patentable, that he will, upon request, execute, without cost to himself, any United States or foreign patent applications and assignments thereof to Philip Morris, which may be necessary to accomplish the purpose herein expressed, and thereafter will execute all documents and do all things requested by Philip Morris to further the procuring of such patent or patents.

2. Consultant agrees that, without the prior written permission of Philip Morris, he will not perform, directly or indirectly, services for any person, firm or corporation engaged in the manufacture or sale of tobacco products, chewing gum, shaving cream or razor blades, or in any business related thereto or related to any other business in which Philip Morris, its subsidiaries or affiliates, are engaged, during the term of Consultant's engagement and for a period of six (6) months thereafter.

3. The engagement of the Consultant may be terminated by either Philip Morris or by the Consultant by giving not less than thirty (30) days' written notice thereof to the other.

4. The Consultant will return to Philip Morris, in the event his engagement is terminated, all papers, notes, books or other documents belonging to Philip Morris, its subsidiaries or affiliates or relating to its business, or containing a record of work done or experiments conducted by him.

IN WITNESS WHEREOF, the said parties have severally executed these presents the day and year first above written.

PHILIP MORRIS INCORPORATED

Ragnar Rylander  
Consultant

By H. W. Keenan  
Vice President - Corporate  
Research & Development

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