

Dear Colleagues, valued Business Partners,

responsible and legal action is a basic requisite for the commercial success of Carl Zeiss Meditec. It is a core component of our corporate culture and forms the basis for the confidence our customers, shareholders, business partners and the public place in us. As a medical technology company, Carl Zeiss Meditec AG is committed to the highest standards in respect of product quality, patient safety and customer satisfaction, and consistently orientates its business strategy to these requirements. Visible successes of this strategy are our market position and financial strength.



The four values: SERVE, EMPOWER, ACT and WIN, together with our VISION and MISSION, form the Carl Zeiss company philosophy on which we base our business strategies and daily actions at all levels. The Carl Zeiss Code of Conduct and internal guidelines of the Carl Zeiss Meditec management system are the "guard rails" within which we strive for business success. In an increasingly complex global competitive environment it is imperative to work within the legal parameters and subject our business practices to ethical control, to avoid jeopardizing our reputation and to secure sustained economic success.

In everyday business we expect every employee to act in keeping with the highest legal and ethical standards. Ultimately, by his or her behavior each employee has an impact on the reputation of Carl Zeiss Meditec. The establishment of a ZEISS-wide harmonized compliance organization as part of our integrated management system will help to carry and rigorously enforce this cultural claim in our business processes. Our priorities include the implementation of pro-active measures to ensure that our actions conform to regulations, as well as creating the necessary control and transparency of the achieved results.

We expressly ask you to discuss any questions you may have concerning the Carl Zeiss Code of Conduct or Carl Zeiss Meditec management system with your superior, local compliance officer or a representative of the Human Resources Department. Questions may also be addressed in person, in writing or by telephone to Steffen Dubnack, Group Compliance Officer of Carl Zeiss Meditec AG, [s.dubnack@meditec.zeiss.com](mailto:s.dubnack@meditec.zeiss.com), Tel. +49 3641 220 660. These will be treated confidentially on request.

We thank you for your efforts to maintain the trust our customers place in us.

Jena, 2011-08-10

Ludwin Monz  
Chief Executive Officer

Thomas Simmerer  
Chief Export Officer

Christian Müller  
Chief Compliance Officer