



CONTINENTAL CODE OF CONDUCT

PERSONAL ETHICS

Those associated with the Continental Corporation are required to use their best judgment in all matters affecting the Corporation and to maintain a high standard of honesty and integrity. An employee may not misuse his/her position in the company for personal advantage nor may s/he promote behavior at variance with this code of conduct.

Executives and supervisors are to take all requisite action to ensure that each employee measures up to these demands. All employees with executive or personnel management functions are to demonstrate exemplary conduct in complying with and adhering to the aforementioned rules of behavior and to exhibit a special sense of responsibility in this regard.

Respect for the law

All business decisions - whether in or outside the country of employment - are to be made in scrupulous compliance with all applicable laws and statutes. Under no circumstances may employees - either directly or indirectly - participate in illegal or corrupt activities.

Benefits

Within the framework of local conditions, all those exercising executive responsibility are to see to it that no employee makes or authorizes payment or donations to a customer or to a third party - either directly or indirectly - for the purpose of promoting the conclusion of a business transaction with a corporate company.

Suppliers

Suppliers are to be selected on a strictly competitive basis. They are entitled to be treated fairly and correctly. Any attempt on the part of a supplier to influence the decision taken by corporate staff by means of benefits going beyond what is normal in the way of business-related entertaining or of token gifts is to be treated as a serious impropriety, with a suspension of all contractual relations to be considered on a case-by-case basis.

Internal controls

Within their scope of authority, all managerial staff are obliged to provide for a suitable system of internal controls. They must take any action they deem appropriate to protect capital assets; to ensure that business is carried out and documented in compliance with corporate guidelines and other internal rules; to ensure that financial records are properly kept; and to guarantee that violations of this code are detected and corrected.

Political activities

Continental welcomes participation of its employees in the political life of their respective communities and countries. Such activities must, however, occur in the employees' nonworking hours and at the employees' own expense. Under no circumstances may the Corporation or one of its subsidiaries be involved in political campaigns or issues.

CONFLICTS OF INTEREST

Conflicts of interest resulting from the legal relationship between employee and employer are to be avoided. An employee must inform the respective superior of any impending conflicts.

Affiliations and private economic interests

A corporate employee may not conclude business on behalf of the Corporation with companies in which the respective employee, members of the employee's immediate family or the employee's life companion holds an interest.

In accordance with this, an employee is not allowed to advance his/her private economic interests to the detriment of Continental.

The employee's superior or the personnel manager concerned is to be informed of all pertinent facts and of any family or personal relationships which may appear to influence decisions made within the Corporation.

Deriving private benefits from business partners

To exclude any conflict of interest between the company domain and the private domain, a corporate employee may not, in general, make private demands of business partners closely related to the respective employee's task area. Exceptions are allowed only upon prior consultation with the superior or the personnel manager concerned.

Acceptance of gifts/benefits and advantages

Employees, their immediate families and life companions may not accept (monetary) gifts or advantages from persons or companies with whom business relations are maintained. Minor benefits and favors must remain within the scope of what is usual. All employees are requested to inform their superiors of any gifts having more than mere token character.

Confidential information

Corporate employees may not disclose information of a confidential nature regarding business transactions if such information was obtained in the course of their service with the Corporation. They may not derive any private benefit from this information, either for themselves or for their friends or relatives.

Private/business expenditures

Expenditures for gifts and entertaining should be assumed privately if the business and private spheres overlap to such an extent that an exact separation of the business and private content of such expenditures is rendered difficult.

Use of company property

Neither corporate assets and equipment nor the employees' working time may be used for promotion of non-corporate interests without the prior approval of the respective superior.

Gainful occupational activity of corporate employees outside the Corporation

Appropriate contractual measures are to be taken to ensure that the Corporation is in no way disadvantaged by any gainful activity that the company's employees may engage in outside the scope of their employment for the company.