ARTIFICIAL INTELLIGENCE USAGE POLICY

We are a company specializing in the research, development, manufacturing, and sale of advanced opto-electronic and crystal components for science, industry, and medicine. As part of our activities, we use various artificial intelligence (AI) products. Therefore, the provisions of **Regulation (EU) 2024/1689 of the European Parliament and of the Council of 12 July 2024, known as the AI Act,** also apply to us.
Artificial intelligence represents a source of enormous opportunities for use within our company, across most departments and in many different forms of support. On the other hand, its use may endanger various important company interests. We have therefore decided to treat the use of artificial intelligence as a separate process under the supervision of a professionally qualified guarantor. Accordingly, we have adopted the following motto:

CRYTUR uses artificial intelligence according to the principle that it „must be a good servant, not a bad master".

We will fulfill this motto by focusing on the following measures:

1. The use of artificial intelligence within our company is a **managed process** subject to authorization, both regarding its application in the relevant agenda and the purchase of AI products. It is subject to registration and categorization.
2. We respect **legal prohibitions** regarding the use of artificial intelligence, but we have also defined our **own prohibitions** in order to protect our business and the business of our partners.
3. We are aware of the apparent contradiction between **personal data protection (GDPR)**, where the objective is to minimize the collection and retention of personal data, and **the capabilities of artificial intelligence**, which can provide us with enormous amounts of personal data. We respect privacy and therefore, in the area of human resources, we will use AI strictly in compliance with GDPR.
4. In **relation to cybersecurity**, we are registered for two regulated activities and are required to implement security measures under a higher-obligation regime. Therefore, the use of artificial intelligence products will also be organized and controlled to prevent risks to information and communication technology processing.
5. If we provide anyone with products created using artificial intelligence, we will label these products as "**created with the assistance of AI**".
5. The use of artificial intelligence within our company is subject to **inspections, audits, and corrective measures.**

This Policy represents the commitment of the company's management to uphold the principles governing the use of artificial intelligence. The Policy serves as the basis for setting specific objectives in this area. Employees are repeatedly informed and familiarized with the Artificial Intelligence Usage Policy.

This Artificial Intelligence Usage Policy is adopted for an indefinite period. It may be reviewed at any time and for any reason with regard to its relevance and effectiveness, but at least once per year

In Turnov, 1st of June 2026 (revision 4-0) - Process E7

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