PERSONAL DATA PROTECTION POLICY

We are a company engaged in the research, production, and sale of specialised crystal products for detectors, lasers, and other industrial applications. In this context, we process various types of personal data belonging to employees, business partners, and other individuals. Therefore, the following regulation also applies to us:

EU Regulation No. 2016/679 of 27 April 2016 – General Data Protection Regulation (GDPR).

Our goal is to provide employees, business partners, and others with the security of their personal data and to prevent its misuse. For this reason, we implement GDPR not only as a mandatory legal regulation, but also as a guideline for achieving this goal. We have adopted the following vision:

CRYTUR, spol. s r.o. is a reliable guarantee of the security of personal data of its employees and partners

We fulfil this basic motto by focussing on the following principles:

1. **Personal Data Security Management System.** We implement GDPR as a comprehensive system with interconnected governing documents (policies, guidelines, instructions) and records.
2. **HR and Payroll Agendas.** We maintain only the records necessary for carrying out HR and payroll activities. Employees are informed about which of their personal data we collect.
3. **Sales and Purchasing Agendas.** We collect only the records regarding specific business partners and other persons (consultants, government officials, local government employees, etc.) that are necessary for the relevant activities (buying, selling, consulting, auditing, etc.).
4. **Design and Development Agenda.** We keep records of personal data of our experts as well as other external collaborators, especially agency representatives, assessors, co-recipients, etc.
5. **Camera System Agenda.** It is used to protect property and control compliance with the regimes in the Koškova manufacturing site area.
6. **Software products that record personal data.** We assess existing and new software products from the perspective of personal data recording. We require suppliers to support GDPR compliance during their use, including features for fulfilling data subject rights (data deletion, data anonymization, etc.).

This GDPR Policy is a commitment by the company's management to uphold the principles of personal data protection. It serves as the basis for establishing specific objectives. Company employees are regularly informed about the GDPR Policy, as they are responsible for its implementation

This GDPR Policy is adopted for an indefinite period. It may be reviewed for relevance and effectiveness at any time and for any reason, but at least once a year.

In Turnov 1st June 2025

Ing. Jana Pecinová
GDPR compliance officer

Dr. Jindřich Houžvička
CEO

CRYTUR, spol. s r.o. | Na Lukách 2283 | 511 01 Turnov | Czech Republic
+420 481 319 511 | FAX +420 481 322 323 | sales@crytur.cz | www.crytur.com