

P O R T F O L I O

R U T H B A S T A N I E R



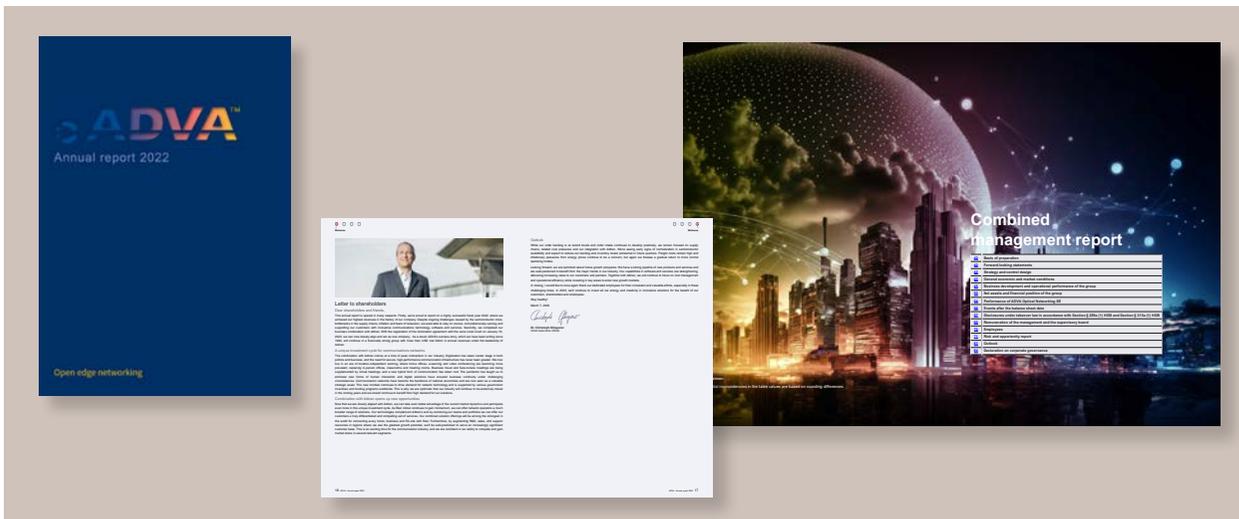
Kreative und erfahrene Corporate Design Expertin

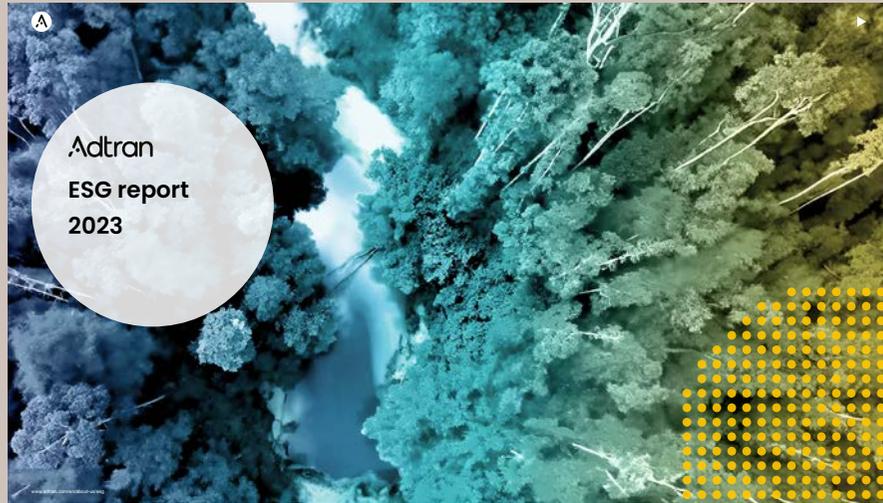
STÄRKEN

- Kreativität
- Flexibilität
- Lösungsorientiertes & analytisches Arbeiten
- Schnelle Auffassungsgabe
- Verantwortung
- Zuverlässigkeit
- Entscheidungsfreude
- Empathie
- Kritikfähigkeit
- Neugier

KOMPETENZEN

- Corporate Design & Branding
 - Grafikdesign
 - Projektmanagement
 - Effektive Prozessentwicklung
 - Changemanagement
 - Verhandlungskompetenz
 - Interkulturelle Kommunikation
 - Sketchnoting / Graphic recording
 - Adobe Creative Suite, workfront
 - QuickSlide
 - Microsoft Office, SharePoint, Sway
 - CMS Systeme (z.B. Wordpress, Typo 3)
 - workiva (Disclosure Management System)
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NACHHALTIGKEITSBERICHTE

ADVA Optical Networking SE | Adtran Networks SE

Design: Konzeption • Entwurf • Toolintegration

Produktion: Reinzeichnung • Interaktives PDF

Adtran Non-Zero Transition Plan	TCFD Report	Combined separate non-financial report according to NCG	EU Taxonomy Regulation Disclosures
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3.4.2 Metrics and targets

Confirmed incidents of corruption or bribery

Since, for Adtran Networks SE, no confirmed cases of corruption or bribery have been reported or corresponding allegations have been made now for several consecutive years and including 2023, we consider our management approach to be sufficient.

The topics political influence and lobbying activities and payment practices have not been stated material and were not subject to the limited assurance engagement.

Political influence and lobbying activities

The Adtran Holdings, Inc. group does not make political contributions – neither in cash nor in kind, and does not endorse public political candidates. Any outside employment, board membership or political activity that involves customers, competitors or business partners of the Adtran Holdings, Inc. group or otherwise has the potential for creating a conflict of interest and requires approval by the Adtran Holdings, Inc. group's compliance department.

Payment practices

The Adtran Holdings, Inc. group agrees with suppliers in supply contracts subject to the Supplier Terms and Conditions to payment terms of 30 days. The prices and discounts shall be mutually agreed upon in writing by the parties for products and/or services. These include, and supplier is responsible for, all taxes that suppliers are obligated to pay. Unpaid payment is due no less than 30 days after the invoice period and acceptance, provided that the Adtran Holdings, Inc. group may set off any liability of the Adtran Holdings, Inc. group to the supplier against any liability of the supplier to the Adtran Holdings, Inc. group.

Currently, ca. 55% of the suppliers are subject to these Supplier Terms and Conditions. With the main suppliers, payment terms with an average of 75 days are agreed. Our company has a payable outstanding ratio, consolidated for Q3 2023, of 56 days. There are no legal proceedings currently outstanding for late payments.

“S”o far, product use-phase emissions were most relevant for us. Now, with emission factors improving worldwide, the emissions embodied in the components that we purchase get more relevant. That's why we instantiated offerings for refurbished products. We complement this by analysis of the optimum product lifetime with regard to the total resulting environmental footprint.

Pladis Bucher

The numerator equals to the part of the operating expenditure included in the denominator that is any of the following:

- related to assets or processes associated with Taxonomy-aligned economic activities, including training and other human resources, adaptation needs, and direct non-capitalized costs that represent research and development;
- part of a plan to expand Taxonomy-aligned economic activities or allow Taxonomy-eligible economic activities to become Taxonomy-aligned within a predefined timeframe;
- related to the purchase of assets from Taxonomy-aligned economic activities and to individual measures enabling the target activities to become low-carbon or lead to greenhouse gas reductions as well as individual building renovation measures as identified in the delegated acts adopted pursuant to Article 10(3), Article 11(3), Article 12(2), Article 13(2), Article 14(2) or Article 15(2) of Regulation (EU) 2020/852 and provided that such measures are implemented and operational within 18 months.

For eligible Co2e, and related to climate-change mitigation, we identified the respective Co2e for developing the FSP 3000 P8 products, refer to the related revenue KPI. The expenditures regarding the substantial contribution to climate-change mitigation (CCA 8.2, data-driven solutions for GHG emissions reduction), minimum safeguard and the DNBP principle are similar to the one given for the related revenue KPI. Since this activity consists of research and development, it belongs to category (a) of the list above.

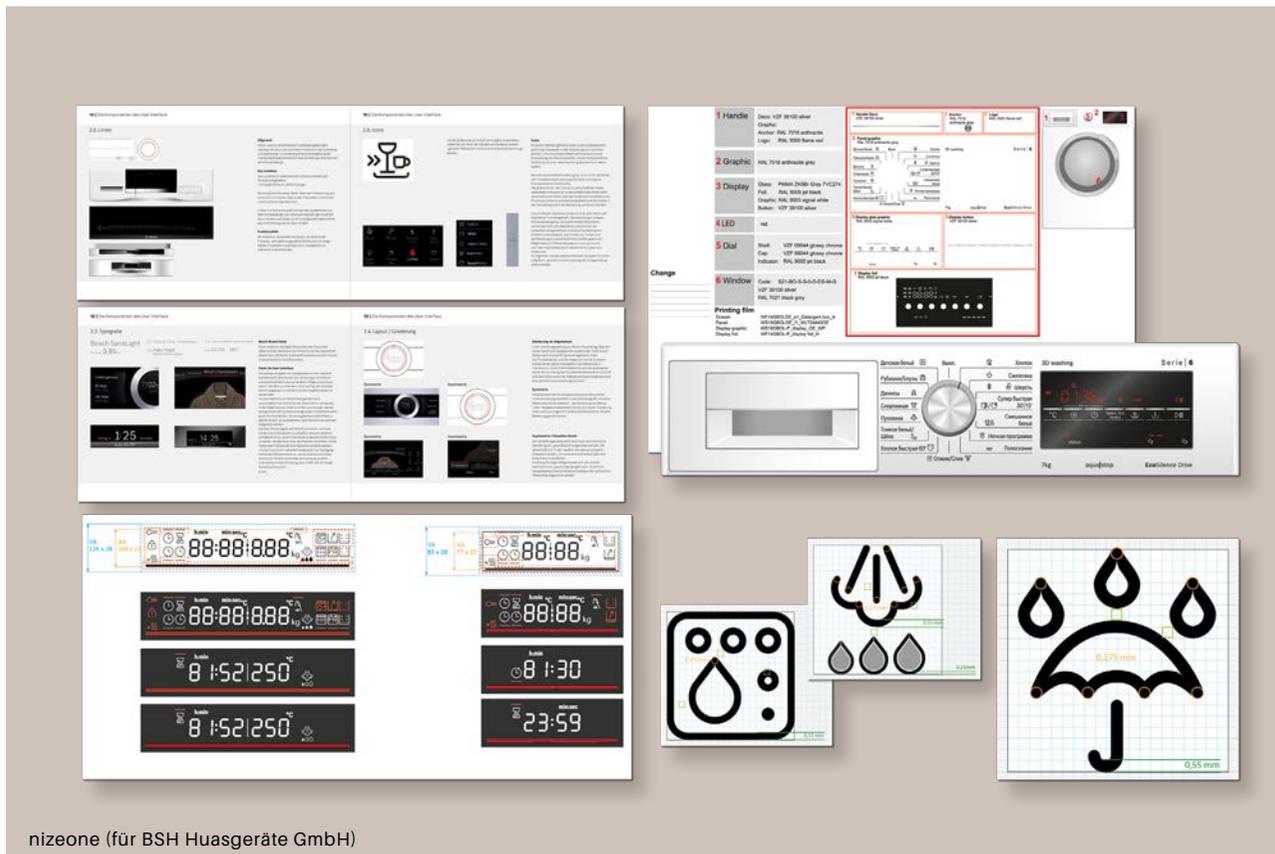
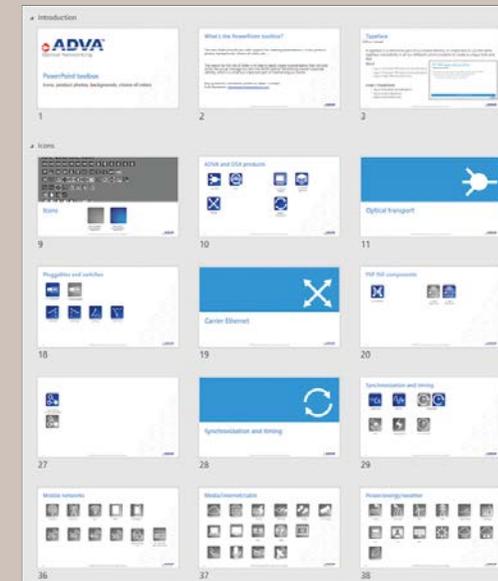
Related to circular economy, we regard third-party CO2e and own expenses for maintenance and repair services as Taxonomy-eligible inputs. CE 5.1, repair, refurbishment and remanufacturing, it qualifies as contributing substantially to the transition to a circular economy since it prolongs the use of products through reuse, disassembly, and repair. For the explanations regarding minimum safeguard and the DNBP principle, please refer to the related revenue and Co2e KPIs.

No Co2e activities were identified related to climate-change adaptation, the sustainable use and protection of water and marine resources, pollution prevention and control, and the protection and restoration of biodiversity and ecosystems.

We use no rate of explicit counting of the economic activities stated.

SYMBOLIK / INFOGRAFIKEN

Konzeption • Entwurf • Reinzeichnung



nizeone (für BSH Huasgeräte GmbH)



ADVA Optical Networking SE

CONTURN
ANALYTICAL INTELLIGENCE GROUP

SOA Startup – Prozesse lernen laufen

Damit wir Ihnen das Potential und die Möglichkeiten einer automatisierbaren Geschäftsprozesswelt zeigen können, haben wir das Produkt „SOA Startup“ für Sie entwickelt. Das Produkt gliedert sich in drei Phasen:

Getting Started Hands on Running System

Orientierung Design Entwicklung Test Abschluss & Einführung

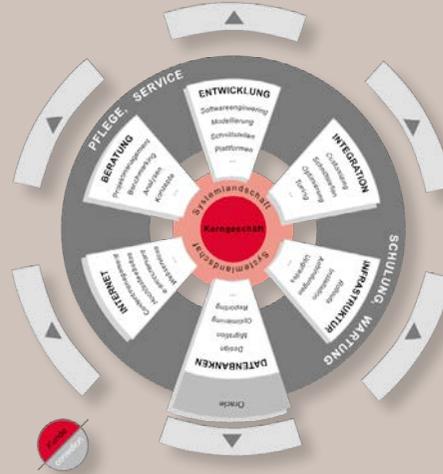
Umsetzung

- IT Aufnahme
Prozesse und IT Landschaft
- SOA ready Geschäftsprozesse ermitteln
- SOA Prozesse auswählen
- Projekt Roadmap erstellen und abstimmen
- EPH Prozessdesign modellieren und beschreiben
- SOA Prozess implementieren und testen
- Rechtssicherstellung und Dokumentation des SOA Prozesses
- Deployment und Inbetriebnahme des SOA Prozesses
- Lessons Learned des Pilotprojekts

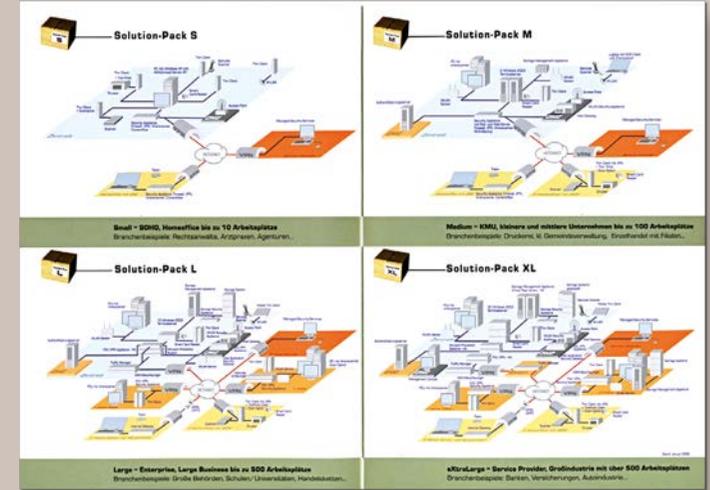
Jeder Schritt der drei Phasen wird entweder mit Ihnen gemeinsam erarbeitet, oder Ihnen vor Start des nächsten Schrittes vorgestellt. Die Orientierungsphase unseres Produktes ist für Sie kostenfrei. Lernen Sie uns und unsere Arbeitsweise hierdurch kennen.

Service-orientierte Architekturen dienen der technischen Automatisierung Ihrer Unternehmensgeschäftsprozesse, um schnell und flexibel auf Marktveränderungen zu reagieren und gleichzeitig den Wettbewerb einen Schritt voraus zu sein. Die Prozessmodellierung und Prozessimplementierung bieten einen Überblick über Ihre Geschäftsprozesse und zeigt alle Auswirkungen durch Änderungen sofort auf. | Weitere Schwerpunkte erfahren Sie unter: www.conturn.com

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Esesix GmbH



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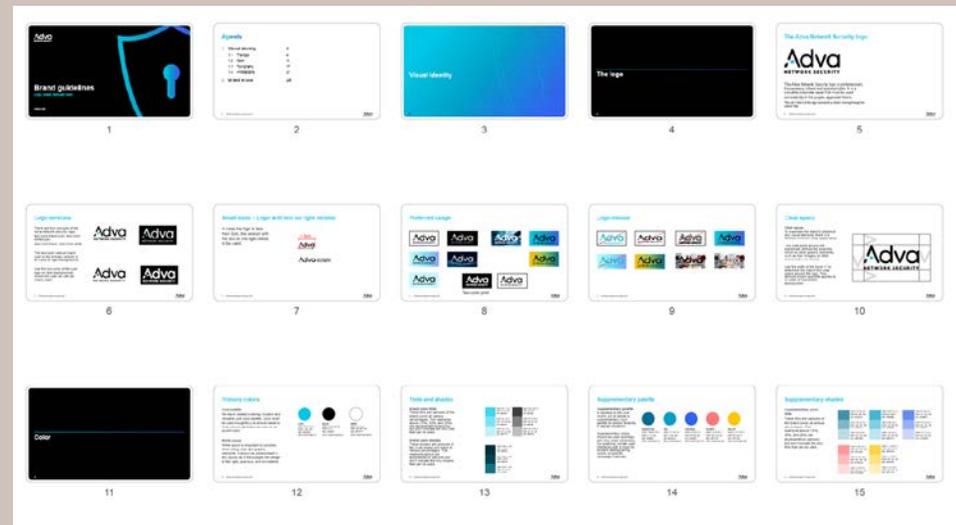
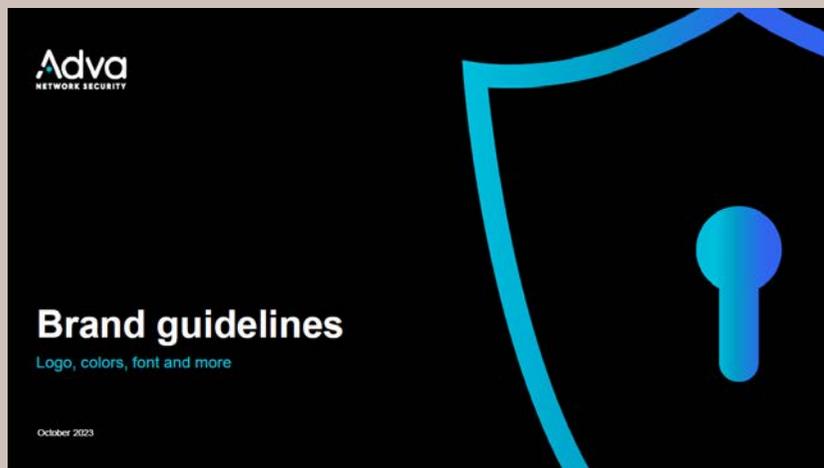
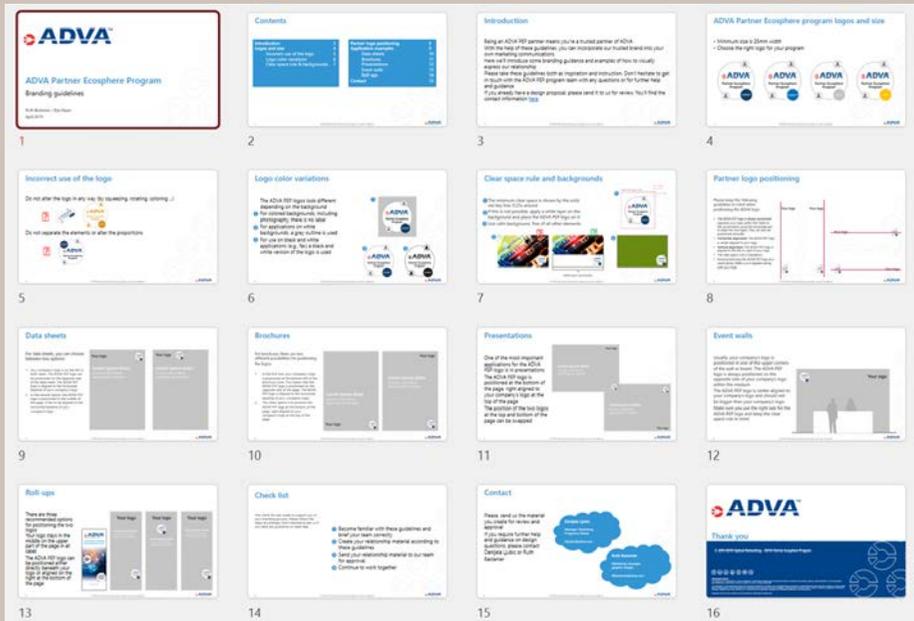


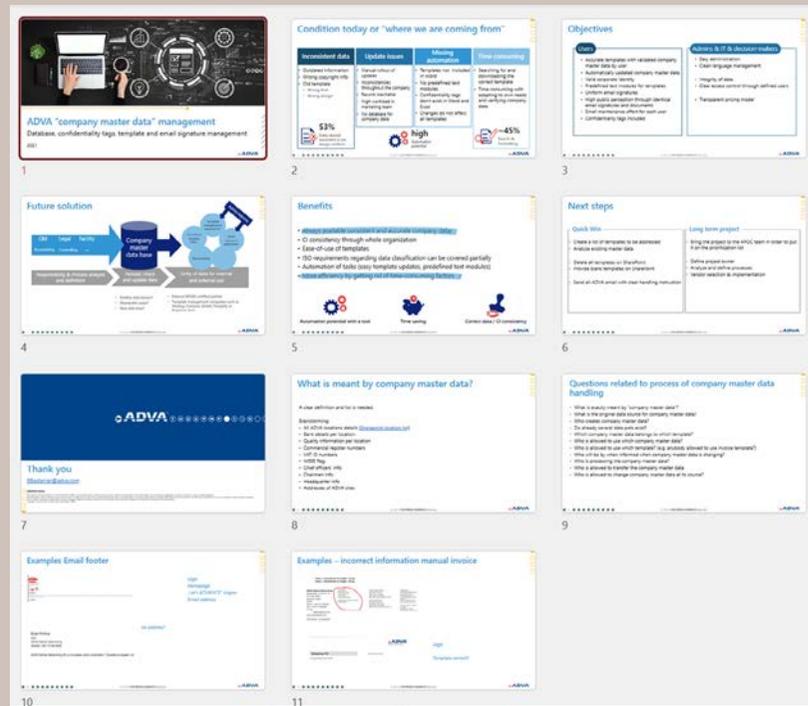
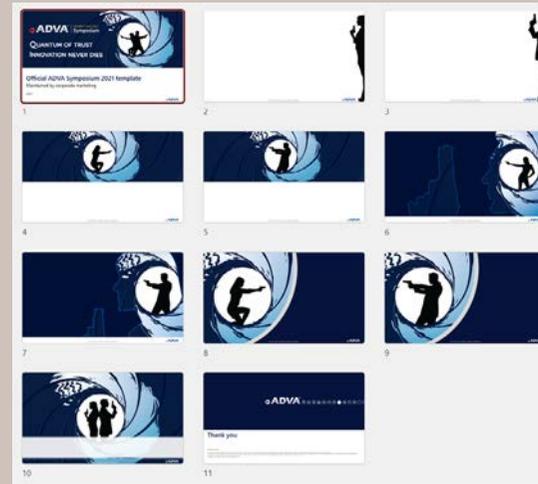
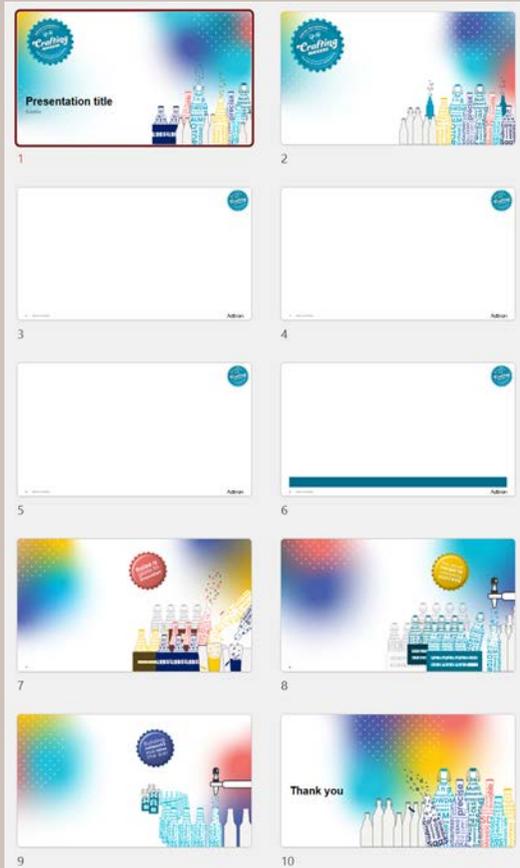
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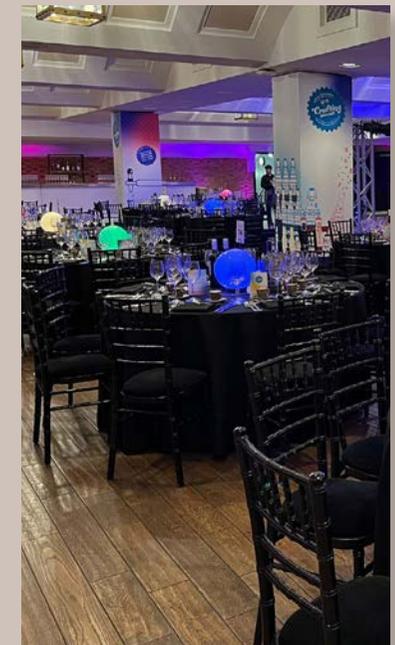
PRÄSENTATIONS-DESIGN

ADVA Optical Networking SE | Adtran Networks SE

Konzeption • Entwurf • Reinzeichnung • PowerPoint-Optimierung







E V E N T G R A F I K E N

ADVA Optical Networking SE | Adtran Networks SE

Design: Konzeption • Entwurf

Produktion: Reinzeichnung • Druckvorbereitung • PowerPoint-Optimierung





