



CREAVIA



PORTFOLIO

CREAVIA - Ruth Bastanier



Creative companion for **smart** Corporate Design

SOFTSKILLS

- Creativity
- Solution-oriented
- Organisational talent
- Emotional Intelligence
- Flexibility
- Reliability
- Analytical work
- Quick Comprehension
- Responsibility
- Decisiveness
- Curiosity

COMPETENCIES

- Corporate Design & Branding
- Graphic design
- Project management
- Effective process development
- Change management
- Negotiation skills
- Intercultural communication
- Sketchnoting / Graphic recording

KNOWLEDGE

- Adobe Creative Suite
- workfront
- QuickSlide / empowersuite
- Microsoft Office, SharePoint, Sway
- workiva
(Disclosure Management System)

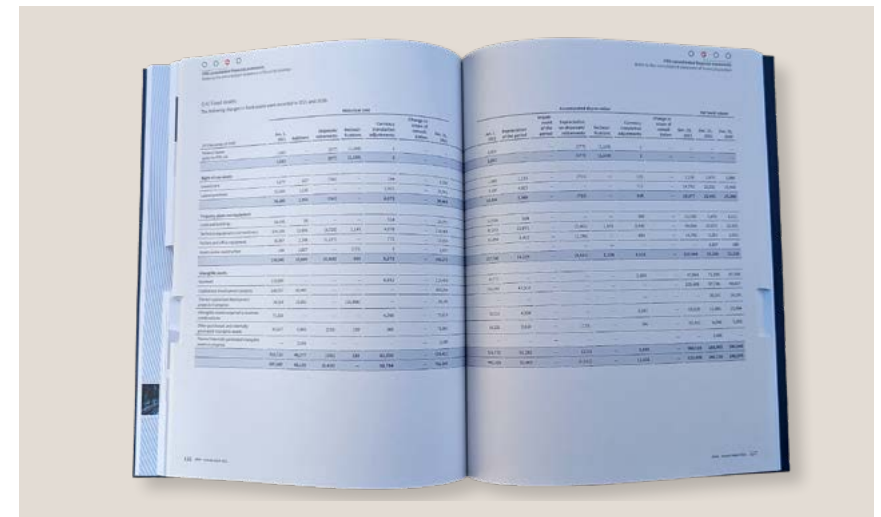
Annual reports

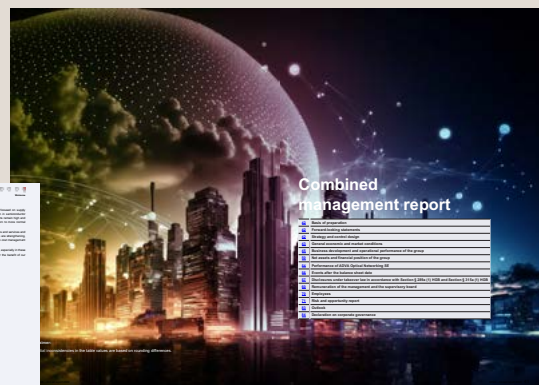
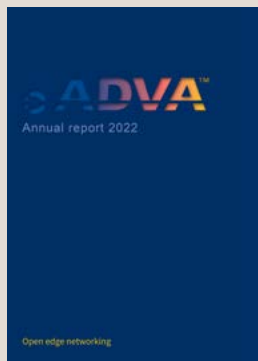
Sustainability reports

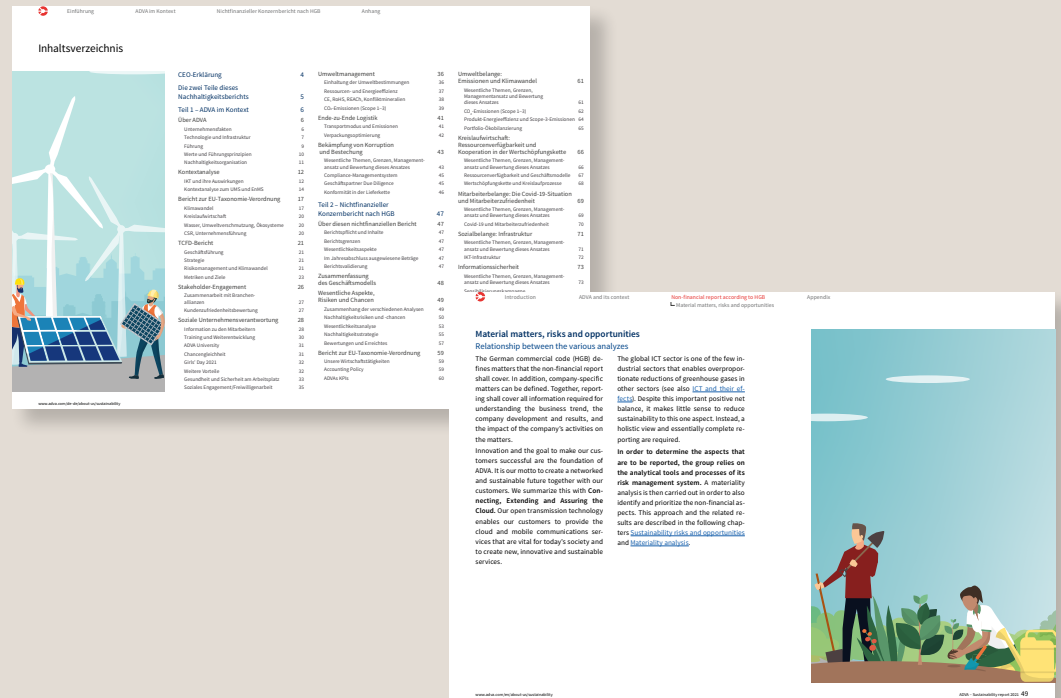
Presentations

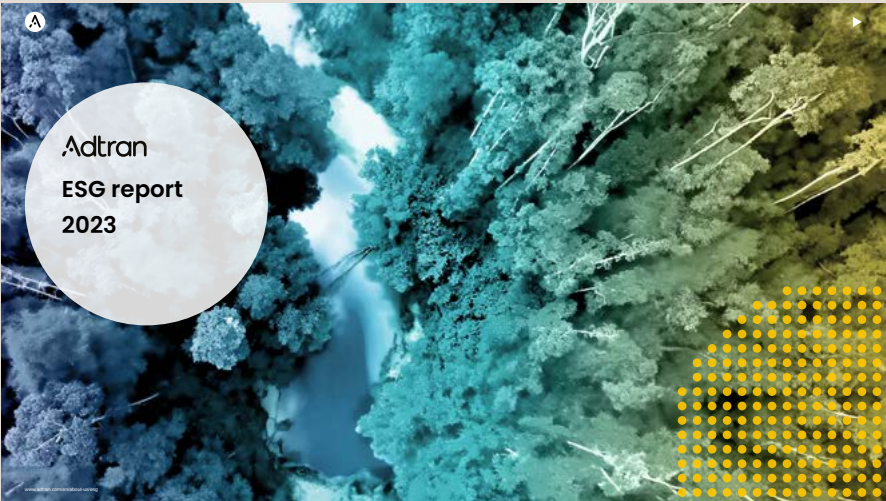
Symbols und
infographics

Event design









SUSTAINABILITY REPORTS

ADVA Optical Networking SE | Adtran Networks SE

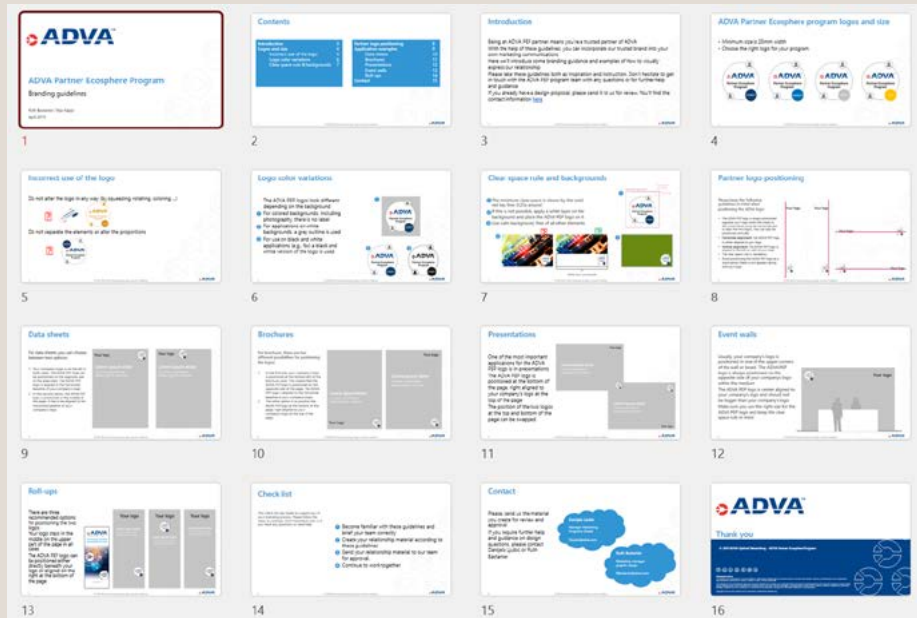
Design: Concept • Design • Tool integration

Production: Final artwork • Print preparation • Interactive PDF

Adtran Net-Zero Transition Plan		TCFD Report	Combined separate non-financial report according to HGB	EU Taxonomy Regulation Disclosures
Contents				
Foreword from our CEO		3	2. TCFD Report	11
The four chapters of this ESG report		4	2.1 Governance	11
1. Adtran Net-Zero Transition Plan		5	2.2 Strategy	11
1.1 About this Plan		5	2.3 Risk management and climate change	11
1.2 Our commitment		5	2.4 Metrics and Goals	11
1.3 Governance		5	2.5 Business segments	11
1.4 Strategy and Initiatives		6	3. Combined separate non-financial report according to HGB	16
1.5 Science targets		6	3.1 General information	16
1.6 Finance planning and low-carbon products		6	3.2 Governance	16
1.7 Engagement		6	3.3 Strategy	16
1.8 Vertical integration		6	3.4 Impact, risk and opportunity management	16
1.9 Policy engagement		6	3.5 Metrics and targets	16
1.10 Risks and opportunities		6	3.6 Metrics, risks and opportunities management	16
1.11 Governance		6	3.7 Climate-related information	16
1.12 Transition Plan overview		6	3.8 Metrics and targets	16
1.13 Detail Stage 1		6	3.9 Metrics, risks and opportunities management	16
1.14 Detail Stage 2		6	3.10 Governance information	16
1.15 Detail Stage 3		6	3.11 Impact, risk and opportunity management	16
1.16 Detail Stage 4		6	3.12 Metrics and targets	16
1.17 Accounting and verification		6	4. EU Taxonomy Regulation Disclosures	50

Adtran Net-Zero Transition Plan		TCFD Report	Combined separate non-financial report according to HGB	EU Taxonomy Regulation Disclosures
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3.4.2 Metrics and targets		11	3.1 General information	16
Confirmed incidents of corruption or bribery		11	3.2 Governance	16
Since, for Adtran Networks SE, no confirmed cases of corruption or bribery have been reported or corresponding allegations have been made new for several consecutive years and including 2023, we consider our management approach to be sufficient.		11	3.3 Strategy	16
The topics political influence and lobbying activities and payment practices have not been used material and were not subject to the limited assurance engagement.		11	3.4 Impact, risk and opportunity management	16
Political influence and lobbying activities		11	3.5 Metrics and targets	16
The Adtran Holdings, Inc. group does not make political contributions – neither in cash nor in kind, and does not influence private political contributions. Any advice, 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.		11	3.6 Metrics, risks and opportunities management	16
Payment practices		11	3.7 Climate-related information	16
The Adtran Holdings, Inc. group agrees with suppliers in supply contracts subject to the Supplier Terms and Conditions to payment terms of 90 days. The prices and discounts shall be mutually agreed upon in writing by the parties for products and/or services. Prices exclude, and supplier is responsible for, all taxes that suppliers are obligated to pay. Unpaid invoices are due no less than 10 days after the respective 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.		11	3.8 Metrics and targets	16
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.		11	3.9 Metrics, risks and opportunities management	16
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Adtran Net-Zero Transition Plan		TCFD Report	Combined separate non-financial report according to HGB	EU Taxonomy Regulation Disclosures
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The numerator equals to the part of the operating expenditure included in the denominator that is any of the following:		11	3.1 General information	16
a. 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;		11	3.2 Governance	16
b. part of a plan to expand Taxonomy-aligned economic activities or allow Taxonomy-eligible economic activities to become Taxonomy-aligned within a predefined timeframe;		11	3.3 Strategy	16
c. related to the purchase of capital from Taxonomy-aligned economic activities and to individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions as well as individual building renovation measures as identified in the delegated acts adopted pursuant to Article 18(1), Article 18(2), Article 18(3), Article 18(4) or Article 18(5) of Regulation (EU) 2020/852 and provided that such measures are implemented and operational within 18 months.		11	3.4 Impact, risk and opportunity management	16
For eligible CO ₂ e, and related to climate-change mitigation, we identified the respective CO ₂ e for developing the P3P 3000 P8 products, refer to the related revenue KPI. The explanation regarding the substantial contribution to climate-change mitigation (CCA 6.2, data-driven solutions for GHG emissions reduction), minimum safeguard and the DoH 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.		11	3.5 Metrics and targets	16
Related to circular economy, we regard third-party CO ₂ e and non expenses for maintenance and repair services as Taxonomy-eligible (scope CE 5.5, 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 explanation regarding minimum safeguard and the DoH principle, please refer to the related revenue and CapEx KPIs.		11	3.6 Metrics, risks and opportunities management	16
No CO ₂ e 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.		11	3.7 Climate-related information	16
We use no risk of duplicate counting of the economic activities stated.		11	3.8 Metrics and targets	16



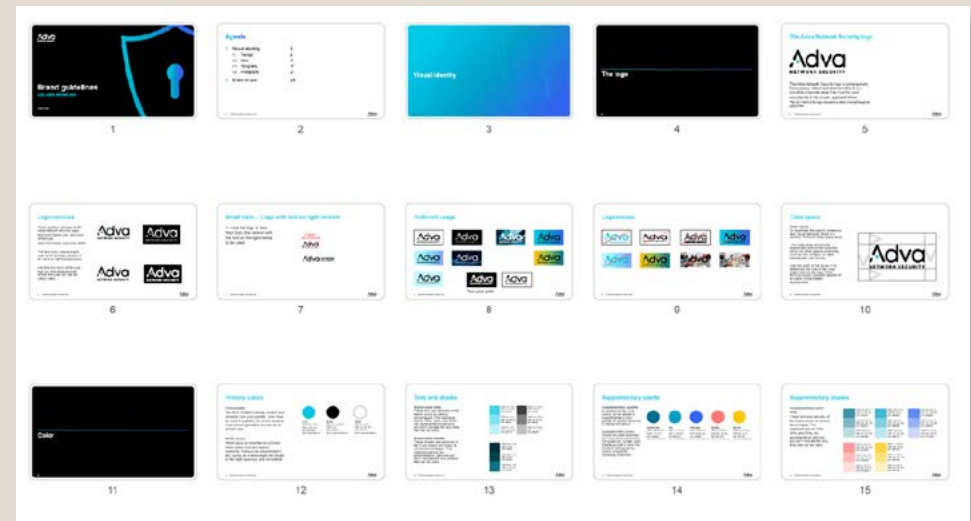
ADVA Optical Networking SE

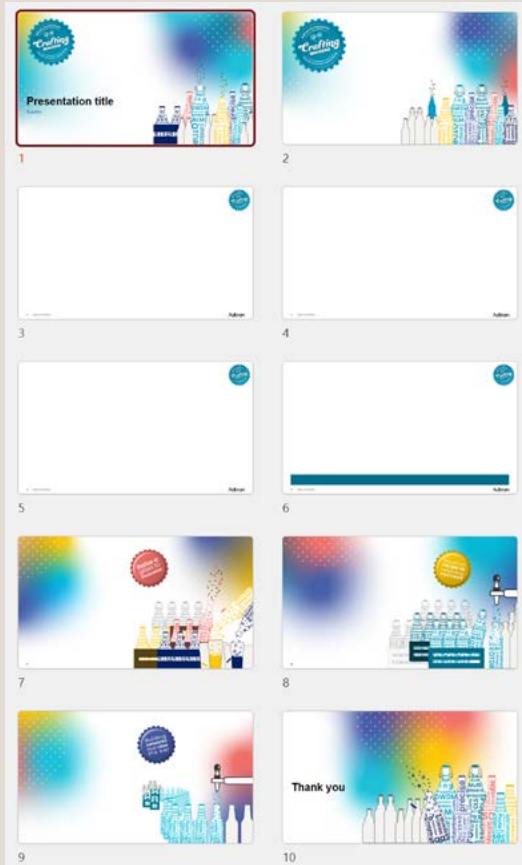
PRESENTATION DESIGN

Concept • Design • Final artwork • Tool integration

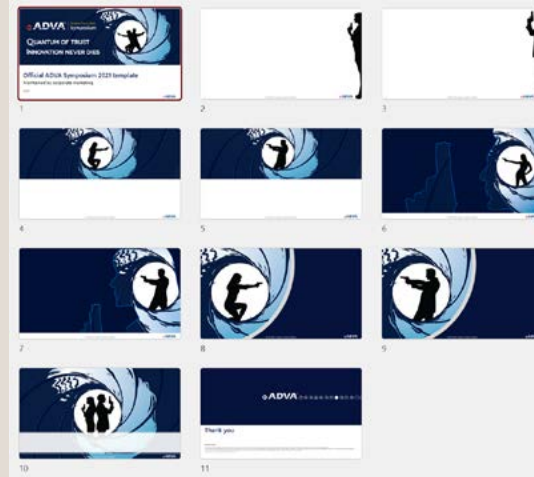


Adva Network Security GmbH





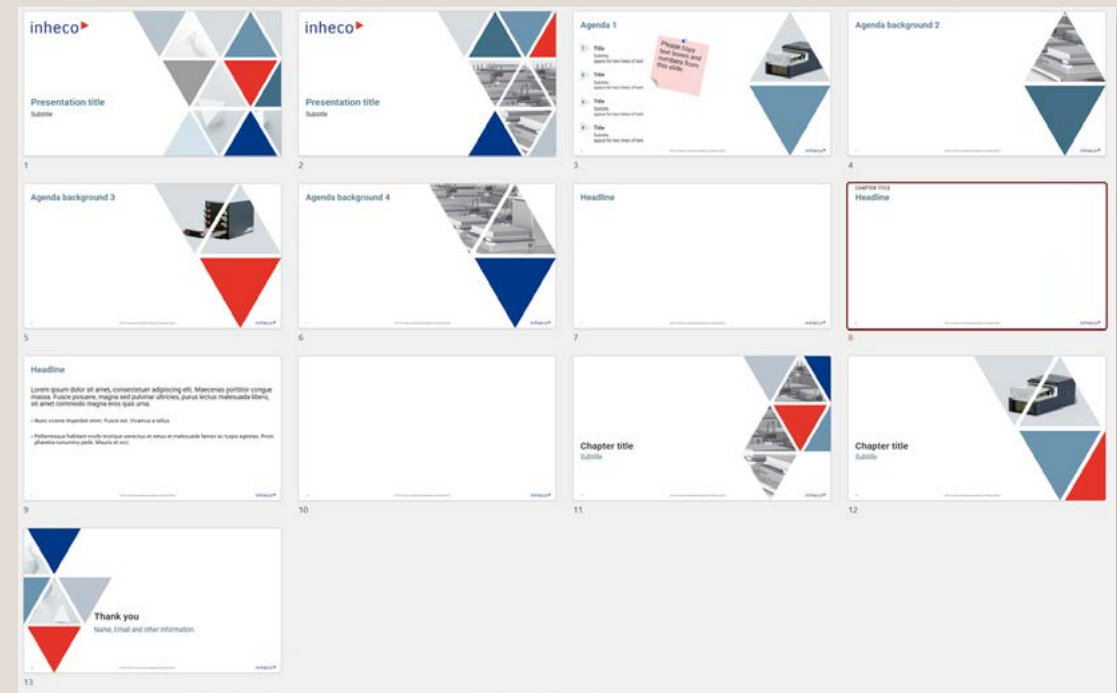
Adtran Networks SE



ADVA Optical Networking SE



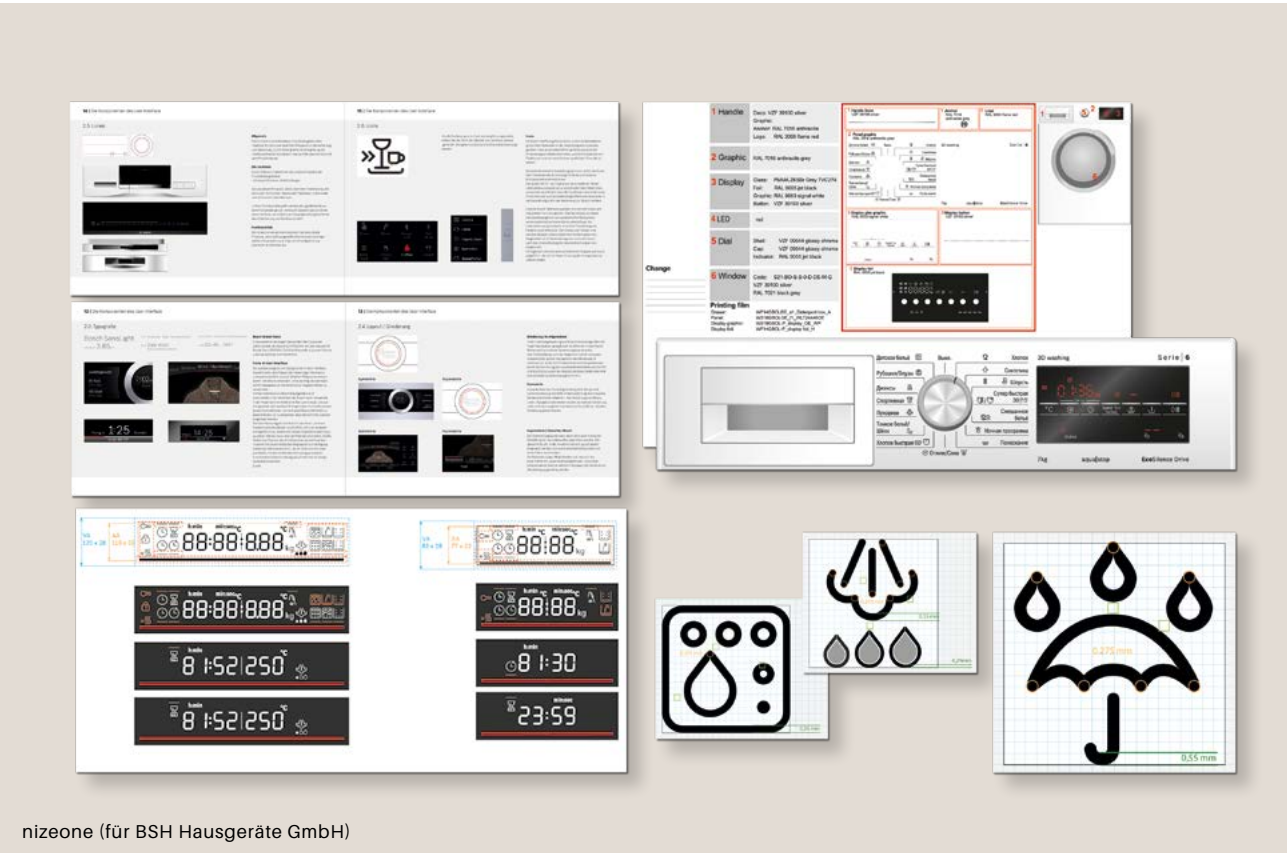
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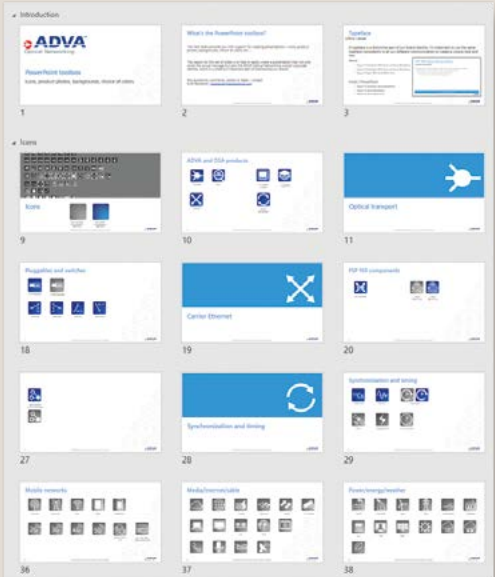
INHECO Industrial Heating and Cooling GmbH

SYMBOLS / INFOGRAPHICS

Concept • Design • Final artwork • Tool integration



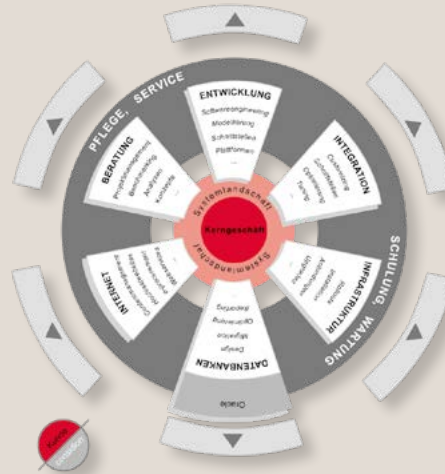
nizeone (für BSH Hausgeräte GmbH)



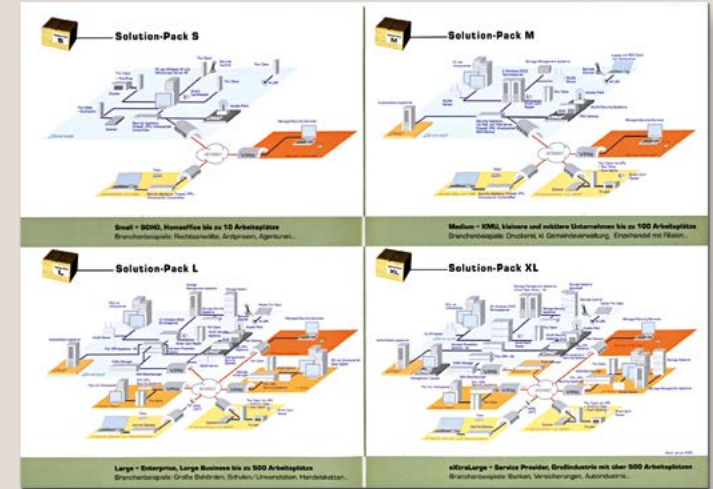
ADVA Optical Networking SE



Conturn GmbH



considion system GmbH



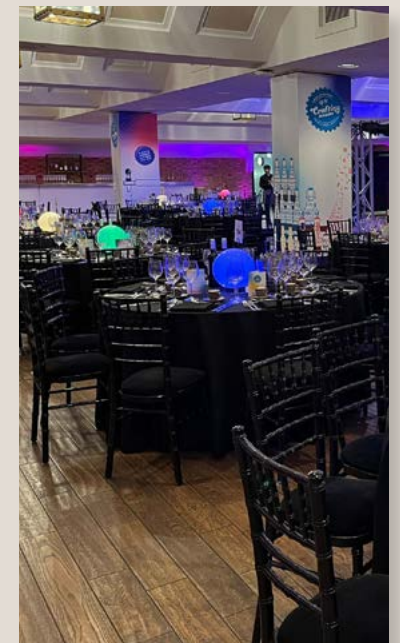
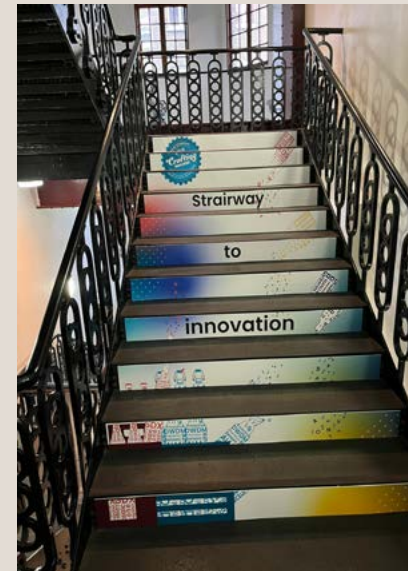
Esesix GmbH



ADVA Optical Networking SE



ADVA Optical Networking SE



EVENT DESIGN

ADVA Optical Networking SE | Adtran Networks SE

Design: Concept • Design

Production: Final artwork • Print preparation • Tool integration





Cake: Urban Cake Design, Munich





GDYNIA

9am, Jan 17 to
5pm, Jan 18, 2019

Organizer:

Marek Jankowski (WDM)
Michal Pawlowski (EA)



Submit your ideas, form teams, hack
... and have fun!



BERLIN

9am, November 5 to
5pm, November 6, 2019

Organizer:

Andre Nieder



Submit your ideas, form teams, hack
... and have fun!

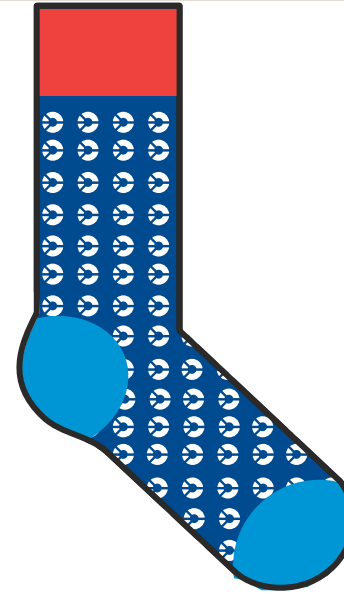


EVENT DESIGN

ADVA Optical Networking GmbH | Adtran Networks SE

Design: Konzept • Design

Production: Final artwork • Print preperation • PDF



Farben:
 rot: 311/40200
 dunkelblau: 517/50376
 hellblau: 516/50425
 weiß: 001/2101



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When does our creative journey start?



48° 06' 53.6" N
11° 12' 12.3" O

