

## **Profile of skills and expertise for the Supervisory Board of Adtran Networks SE**

At its meeting on 28 April 2025, the three-member Supervisory Board of Adtran Networks SE (the "Board") has reviewed the requirements of the law and the German Corporate Governance Code in the version dated 28 April 2022 ("GCGC") concerning knowledge, skills and experience of the members of the Board for its term of office from 2025 until the end of the General Meeting that decides on the discharge for the 2028 financial year.. The Board has then resolved on the following objectives for its composition, by this adopting all of the requirements:

- At least one member of the Board must have expertise in the field of accounting and at least one other member of the Board must have expertise in the field of auditing (Section 100 para 5 German Stock Corporation Act (*Aktiengesetz – "AktG"*), D3 GCGC).
- At least one member of the Board should be from a country other than Germany or should have gained significant experience outside of Germany.
- At least two members of the Board should be independent of the company and the Management Board (C7 GCGC).
- At least one member of the Board should be independent of a controlling shareholder (C9 GCGC).
- At least one member of the Board should have specific expertise in the Company's industry.
- The members of the Board should in their entirety be familiar with the business sector the Company is operating in (section 100 para 5 AktG).
- At least one member of the Board should be a woman, at least one member should be a man.
- The members of the Board as a whole should have expertise in the sustainability issues that are important for the Company (C1 GCGC).

As part of its efficiency review, the Board will regularly evaluate whether the profile of skills and expertise still is adequate and sufficient to perform its statutory duties effectively and efficiently.

### **For the Supervisory Board**

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**Dr. Eduard Scheiterer**  
**Chairman of the Supervisory Board**