

## Heike Kratzenstein

Year of birth: 1968

Place of birth: Naila, Germany

Nationality: German

Residence: Glonn, Germany

Profession: CEO Asmodee Holding GmbH



## BIOGRAPHY

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### PROFESSIONAL EXPERIENCE

<b>Since 02/22</b>	<b>ASMODEE HOLDING [EMBRACER GROUP]</b> CFO, since 11/22 CEO
<b>01/21 – 01/22</b>	<b>KRATZENSTEIN CONSULTING</b> Senior Management & Controlling Consultant
<b>09/16 – 12/20</b>	<b>LACOSTE DACH &amp; SCAN [MAUS FRERES S.A.]</b> Chief Financial Officer
<b>01/16 – 08/16</b>	<b>KRATZENSTEIN CONSULTING</b> Senior Management & Controlling Consultant
<b>08/93 – 12/15</b>	<b>ESCADA GROUP</b>
09/11 – 12/15	Director Performance Management
06/06 – 08/11	Head of Controlling
11/03 – 05/06	Head of Methods + Systems
01/01 – 10/03	Head of Controlling (Subsidiaries)
11/97 – 12/00	Deputy Head of HQ-Controlling & Project Manager
09/96 – 10/97	Operational Controller Division Laurèl
<b>08/93 – 08/96</b>	<b>PRIVATBRAUEREI SCHERDEL</b> Finance Controller

### ACADEMIC STUDIES

<b>11/88 – 05/93</b>	<b>University Bayreuth:</b> Business Administration, Macroeconomics & Law (Dipl. Kffr.)
03/90 – 09/92	Tutor und staff member @ Chair of Microeconomics and Economic Theory Prof. Dr. P. Oberender

Member of supervisory boards in Germany required to be formed by law by business enterprises or comparable supervisory bodies of companies in Germany or abroad:

- None

Relevant knowledge, skills and professional experience:

<https://www.adva.com/en/resources/downloads/pdf/competence-profile-supervisory-board>

**Personal or business relationships according to C.13 and C.14 GCGC:**

In the opinion of the Supervisory Board, there are no personal or business relationships between Ms. Kratzenstein and Adtran Networks SE, its group companies, the corporate bodies of Adtran Networks SE or a shareholder with a material interest in Adtran Networks SE, which an objectively judging shareholder would consider decisive for his election decision. Substantially involved in this sense are such shareholders who directly or indirectly hold more than 10% of the voting shares of the Company.