



Charter of the Audit Committee of the Board of Directors

Purpose

The Audit Committee (the "Committee") of the Board of Directors (the "Board") of Adtran Holdings, Inc. (the "Company") shall assist the Board in fulfilling its oversight responsibilities with respect to: (i) the Company's financial reports and other financial information provided by the Company to the public or filed with the Securities Exchange Commission (the "SEC"); (ii) the Company's compliance with legal and regulatory requirements; (iii) the Company's systems of internal controls regarding finance, accounting and legal compliance that have been established by management and the Board; (iv) the qualifications, independence, and performance of the Company's independent auditors; (v) the performance of the Company's internal audit function and independent auditors; and (vi) the Company's auditing, accounting, and financial reporting processes generally. To this end, the Committee will maintain free and open communication with the Board, the independent auditors, the Company's internal auditor and financial management of the Company. The Committee will also prepare the report of the Committee required by the rules of the SEC to be included in the Company's annual proxy statement. Consistent with its functions, the Committee will encourage continuous improvement of, and will foster adherence to, the Company's policies, procedures and practices at all levels.

The Committee will primarily fulfill its responsibilities by carrying out the activities enumerated under the heading "Responsibilities and Duties" of this Charter.

As an oversight body, the Committee does not have responsibility for day-to-day operations and financial reporting. The Company's financial statements are the responsibility of management. The independent auditors are responsible for planning and conducting audits to determine whether the financial statements present fairly in all material respect the financial position of the Company.

Organization and Membership

The Committee will consist of three or more directors as determined by the Board, each of whom must be an "independent director," as defined by applicable listing standards of The Nasdaq Stock Market Inc. ("Nasdaq") and as may be modified or defined by the SEC pursuant to its rule-making authority under the Securities Exchange Act of 1934, as amended (the "Exchange Act"), including Rule 10A-3 thereunder. Members of the Committee shall be appointed by the full Board at a Board meeting immediately following the annual meeting of shareholders and shall serve one-year terms. The members of the Committee may be removed by the Board at any time with or without cause. Upon the death, removal or resignation of a member, the full Board may appoint a successor to serve the remainder of the unexpired term. Unless a chairman of the Committee (the "Chair") is elected by the full Board, the members of the Committee may designate a Chair by majority vote of the full Committee membership. The Committee shall have the power to create subcommittees with such powers as the Committee shall from time to time confer.

Qualifications

Each member of the Committee must be able to read and understand fundamental financial statements, including the Company's balance sheet, income statement and cash flow statement. At least one member of the Committee shall have past employment experience in finance or accounting, requisite professional certification in accounting, or any other comparable experience or background which results in the individual's financial sophistication, including being or having been a chief executive officer, chief financial officer or other senior officer with financial oversight responsibilities or other experience as required by applicable law. In addition, at least one member of the Committee shall be an "audit committee financial expert" as defined in applicable SEC rules. No member of the Committee can have participated in the preparation of the Company's or any of its subsidiaries' financial statements at any time during the past three years.

Meetings

The Committee will meet at least four times annually or more frequently as its members in their reasonable discretion may decide. As part of its responsibility to foster open communication, the Committee will meet at least quarterly with management, the internal auditor and the independent auditors in separate executive sessions to discuss any matters that the Committee or any of these groups believe should be discussed privately. In addition, the Committee will meet with the independent auditors and management quarterly to review the Company's financial statements and certain related financial information, consistent with its "Responsibilities and Duties" described below. The Committee shall report regularly to the Board on its discussions and actions, including any significant issues or concerns that arise at its meetings, and shall make recommendations to the Board as appropriate. The Committee shall be responsible for maintaining appropriate records of its actions and minutes of its meetings. The Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board.

Responsibilities and Duties

To fulfill its responsibilities and duties the Committee will:

1. Document/Report Review

- (i) Review this Charter at least annually and update, as necessary, and recommend any proposed changes to the Board for approval.
- (ii) Review any reports or other financial information submitted to the SEC or the public, including any certification, report, opinion, or review rendered by the independent auditors.
- (iii) Review the Company's sustainability reports that contain integrated audited financial statements and require the Company's independent auditor attestation.
- (iv) Review the regular internal reports to management prepared by the internal auditing department and management's response.
- (v) Review with financial management and the independent auditors each Form 10-Q and Form 10-K prior to their filing with the SEC.

- (vi) Discuss with the independent auditors at least annually their internal quality-control procedures and any material issues raised by the most recent internal quality control review or peer review.
- (vii) Discuss with the independent auditors whether the Company's audit has been selected for review or inspection by the Public Company Accounting Oversight Board ("PCAOB") or any other governmental or professional authorities and review the results of any such reviews. Further, discuss matters described in the public portion(s) of any inspection report involving the Company's audit (or whether they involve issues and approaches similar to those that arise or could arise in the audit of the Company's financial statements), among other issues, and any steps taken to deal with any such issues.
- (viii) Review and discuss with the independent auditors their evaluation of the Company's identification of, accounting for, and disclosure of its relationships and transactions with related parties, including any significant matters arising from the audit regarding the Company's relationships and transactions with related parties.
- (ix) Review a formal written statement submitted by the independent auditors to the Company at least annually which delineates all relationships between the independent auditors and the Company, consistent with PCAOB Rule 3526, *Communication with Audit Committees Concerning Independence*, and discuss with the independent auditors this statement and any relationships or services that may impact the objectivity and independence of the auditors.
- (x) Review and discuss reports from the independent auditors' on:
 - (a) all critical accounting policies and practices used;
 - (b) all critical audit matters (as that term is defined by the PCAOB) arising from the current period audit;
 - (c) all alternative treatments of financial information within generally accepted accounting principles (GAAP) and, if applicable, international financial reporting standards as adopted in the European Union and/or international financial reporting standards as adopted by the International Accounting Standards Board that have been discussed with management, ramifications of the use of such alternative disclosures and treatments, and the treatment preferred by the independent auditor; and
 - (d) other material written communications between the independent auditors and management, such as any management letter or schedule of unadjusted differences.
- (xi) Review with management, including both the Chief Executive Officer and Chief Financial Officer: (i) on a quarterly basis, the report of the Disclosure Controls Committee and the internal control system, and (ii) on an annual basis, management's report on internal control over financial reporting to be included in the Company's annual report on Form 10-K.
- (xii) Prepare (or cause to be prepared) a report of the Committee, as required by the SEC, to be included in the Company's annual proxy statement.

2. Independent Auditors and Other Advisors

- (i) Select and hire the independent auditors, considering independence and effectiveness. On an annual basis, the Committee should review and discuss with the independent auditors all disclosed relationships the independent auditors have with the Company to determine the independent auditors' objectivity and independence, consistent with PCAOB Rule 3520, *Auditor Independence*.
- (ii) Have the sole power to assess and approve the independent auditors' fees.
- (iii) Approve all audit and non-audit services provided by the independent auditors prior to the Company's receipt of such services and establish policies and procedures for the Committee's pre-approval of permitted services by the Company's independent auditors on an on-going basis. All approved non-audit services shall be disclosed in the Company's periodic reports or annual proxy statement as required by SEC rules.
- (iv) Review on a quarterly basis a summary of material compensation to any public accounting firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attest services.
- (v) Review and evaluate the qualifications, performance and independence of the independent auditors; when circumstances warrant, discharge the independent auditors; and submit the Committee's selection of the independent auditors for stockholder ratification in the Company's annual proxy statement. The independent auditors will be accountable to the Board and the Committee, as representatives of the stockholders of the Company.
- (vi) Monitor and require the rotation of audit partners of the independent auditors to ensure compliance with SEC rules and regulations.
- (vii) Periodically consult with the independent auditors out of the presence of management about internal controls and the completeness and accuracy of the Company's financial statements.
- (viii) Set clear hiring policies for employees or former employees of the independent auditors, including the requirement that no person be hired as Chief Executive Officer, Chief Financial Officer, Controller, Chief Accounting Officer or any equivalent position if such person was employed by the independent auditors and participated in any capacity in the audit of the Company during the one-year period preceding the date of initiation of such audit.
- (ix) Select, hire and determine the fees and other retention terms for legal, accounting and other advisors to the Committee as it sees fit, without Board approval, including selecting, retaining, compensating, overseeing and terminating, if necessary, any other registered public accounting firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for the Company. The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to the Company's independent auditors, any other accounting firm engaged to

perform services for the Company, any outside counsel and any other advisors to the Committee.

3. Financial Reporting Processes

- (i) Discuss the annual audited financial statements and quarterly financial statements with management and the independent auditors, as well as the Company's use of significant judgments, changes in critical accounting policies and practices, and disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operation" to be included in the Company's periodic reports filed with the SEC.
- (ii) Discuss earnings press releases.
- (iii) In consultation with the independent auditors and the internal auditor, review the integrity of the Company's internal and external financial reporting processes.
- (iv) Consider the independent auditors' judgments about the quality and appropriateness of the Company's accounting principles as applied in its financial reporting.
- (v) Consider, discuss with management and the Company's independent auditors and approve, if appropriate, major changes to the Company's accounting principles and practices as suggested by the independent auditors, management or the internal auditing department.

4. Process Improvement

- (i) Following completion of the annual audit, review separately with the Chief Executive and Chief Financial Officer, the independent auditors and the internal auditing department any problems or difficulties encountered during the course of the audit, including any restrictions on the scope of work or access to required information, and management's response to the problems or difficulties.
- (ii) Review any significant disagreement between management and the independent auditors or the internal auditing department in connection with the preparation of the financial statements.
- (iii) Review with the independent auditors, the internal auditing department and management the extent to which changes or improvements in financial or accounting practices, as approved by the Committee, have been implemented.
- (iv) Report to the Board on a regular basis and forward copies of the minutes of all meetings to the Board.
- (v) Annually review the Company's Code of Business Conduct and Ethics Policy ("Code of Conduct") and recommend any changes to Board for approval.
- (vi) Monitor overall compliance with the Company's Code of Conduct, enforce the provisions of the Code of Conduct; and review and approve all requests by

directors and executive officers for waivers of the Code of Conduct, as well as any other person required by the provisions of the Code of Conduct.

- (vii) Establish and oversee procedures for: (i) the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or audit matters; and (ii) the confidential anonymous submission by employees of concerns regarding accounting or auditing matters.
- (viii) Coordinate with other committees of the Board on such matters as, but not limited to, risk management, data protection and sustainability.
- (ix) Annually review and evaluate the performance of the Committee.

5. Legal Compliance

- (i) Review activities, organizational structure, and qualifications of the internal audit department.
- (ii) Review, with the Company's counsel, any legal or regulatory matter that could have a significant impact on the Company's financial statements and compliance programs and policies.
- (iii) Review, with the independent auditors and the Chief Financial Officer or Global Corporate Controller, the effect of new accounting rules and pronouncements on the financial disclosures of the Company.
- (iv) Review and discuss the Company's risk assessment and risk management policies, including with respect to the following risks:
 - (a) financial risks affecting the Company's business, financial statements and operations, including accounting matters, liquidity and credit risks, corporate tax positions, insurance coverage, and cash investment strategy and results;
 - (b) risks relating to the performance of the Company's internal audit function, and the performance and independence of the Company's independent registered public accounting firm;
 - (c) risks relating to the Company's systems of internal controls and disclosure controls and procedures; and
 - (d) in coordination with the Board, risks relating to cybersecurity, data privacy and information technology, the Company's controls, policies and other efforts to mitigate such risks, and reporting or response by the Company relating to significant related incidents arising out of such risks.
- (v) Review, oversee and approve all transactions between the Company and any related person (as defined in Item 404 of Regulation S-K) on an ongoing basis, in accordance with the Company's Code of Conduct and its other policies and procedures.
- (vi) Perform any other activities consistent with this Charter, the Company's Bylaws and governing law, as the Committee or the Board deems necessary or appropriate.