

**CHARTER OF THE  
COMPENSATION COMMITTEE  
OF  
AVANTAX, INC.**

**(as amended and restated on January 26, 2023)**

**I. PURPOSE**

The purpose of the Compensation Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Avantax, Inc. (the “**Company**”) shall be:

**A.** To discharge the Board's responsibilities relating to compensation of the Company's “**Executive Officers**” (*defined as all persons who are “named executive officers,” as defined in Regulation S-K under the Securities Act of 1933, as amended, and those defined as an “officer” or “executive officer” pursuant to Rule 16a-1 or Rule 3b-7 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”)*), seeking to assure that appropriate incentives are in place, consistent with the Board's responsibility to maximize stockholder value;

**B.** To prepare the report that the rules of the U.S. Securities and Exchange Commission (the “**SEC**”) require to be included in the Company's annual proxy statement;

**C.** To provide general oversight of the Company's compensation structure, including equity compensation plans and benefit programs; and

**D.** To review certain other matters related to the Company’s compensation and benefits programs, including strategies, programs and policies related to human capital management and diversity, equity and inclusion (“**DE&I**”).

**II. POLICY**

The policy of the Committee is to maximize long-term stockholder value by means of closely aligning the interests of the Executive Officers with the interests of the Company’s stockholders. To achieve this goal, the Committee intends to offer compensation opportunities that align with the compensation philosophy that has been approved by the Committee.

**III. MEMBERSHIP AND PROCEDURES**

**A. Number.** The Committee will consist of at least three members of the Board.

**B. Independence.** Each member of the Committee must be:

1. An **Independent Director**, as defined by Nasdaq Listing Rules §5605(a)(2) and as may also be required by any additional independence standards that may be adopted

from time to time by the Board;

2. A **Non-Employee Director**, as defined in SEC Rule 16b-3 under the Exchange Act; and

3. An **Outside Director**, as defined in Section 162(m) of the Internal Revenue Code of 1986, as amended, to the extent relevant.

**C. Appointment and Removal.** The Committee members will be appointed by the Board based on the recommendation of the Nominating and Corporate Governance Committee. The entire Committee or any individual member of the Committee may be removed from the Committee by the Board, with or without cause, and such removal shall be in accordance with the Company's Bylaws.

**D. Chairperson.** The Board may designate a Chairperson of the Committee (the "**Chairperson**"). In the absence of such designation, the Committee may designate a Chairperson by majority vote of the Committee. From time to time the Chairperson may establish such rules as are necessary and proper for the conduct of the business of the Committee.

**E. Meetings and Agenda.** The Committee will meet at least four times each year, with additional meetings as appropriate. The Chairperson will establish the agenda, with input from management, other directors on the Committee, and the Board, as appropriate. 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 and set forth in the Company's Bylaws.

**F. Executive Sessions.** The Committee will meet as appropriate in separate executive sessions at which only Committee members are present and in private sessions with any advisor or consultant to the Committee. The Chief Executive Officer of the Company (the "**CEO**") may not be present during portions of meetings when the Committee is discussing his or her compensation.

**G. Minutes and Reports to the Board.** The Committee will maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board. The Committee will summarize its examinations and recommendations to the Board as may be appropriate. As a matter of practice, the Committee shall discuss with the Board significant matters, such as material changes to Executive Officer compensation and severance arrangements and other significant matters.

**H. Authority to Engage Advisors; Subcommittees.** In the course of its duties, the Committee has sole authority, at the Company's expense, to engage, oversee, promote the continuing independence of and terminate compensation consultants, outside counsel, or other advisors, with respect to the evaluation of CEO or other Executive Officer compensation, or other matters as the Committee deems advisable, to carry out its responsibilities, including the sole authority to approve fees and other retention terms. Prior to engaging any such advisor, the Committee shall (i) consider whether the advisor is independent, using such factors as the Committee shall consider appropriate, including the factors set forth in applicable Nasdaq Listing Rules and SEC regulations and (ii) evaluate whether the advisor has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K. However, the Committee shall not be required to implement or act consistently with the advice or recommendations of its consultants, outside counsel, or other advisors, and the authority granted in this charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this charter. The Committee may form and delegate authority to subcommittees when appropriate.

**I. Compensation.** Members of the Committee shall receive fees for their service as Committee members as may be determined by the Board in its sole discretion. Members of the Committee may not receive any compensation from the Company except the fees and reimbursements that they receive for service as members of the Board or any committee thereof.

**J. Membership Non-Conformance and Cure.** As permitted by Nasdaq Listing Rules §5605(d)(2)(B) and §5605(d)(4) or as otherwise deemed appropriate by the Committee, and to the extent permitted by applicable regulations, the membership of the Committee may deviate from the requirements set forth above. In the event of such non-conformance with the above requirements, the Committee will ensure compliance with the requirements set forth in Nasdaq Listing Rules §5605(d)(2)(B) and §5605(d)(4), and will further ensure that any action that requires a vote of independent directors will either be delegated to an appropriate subcommittee or referred to another group of Board members who meet the applicable regulatory requirements.

#### **IV. RESPONSIBILITIES**

The following responsibilities of the Committee are set forth as a guide to the Committee with the understanding that the Committee may alter or supplement them as appropriate under the circumstances to the extent permitted by applicable laws and listing standards.

**A. Executive Performance and Compensation.** The Committee shall annually evaluate the performance of the CEO and the other Executive Officers in executive session and review and approve, or recommend to the independent directors for approval, the CEO and other Executive Officers' (1) annual base salaries; (2) annual incentive bonuses, including the specific goals and amounts; (3) equity awards; (4) employment agreements, severance arrangements and change in control agreements/provisions; and (5) any other benefits, compensation, or arrangements. In reviewing and approving such matters, the Committee shall consider such matters

as it deems appropriate, including the Company's financial and operating performance, the alignment of the interests of the Executive Officers with the Company's stockholders, the performance of the Company's common stock and the Company's ability to attract and retain qualified individuals, as well as the results of the most recent stockholder advisory vote on executive compensation required by Section 14A of the Exchange Act. The CEO may not be present during portions of meetings when the Committee is discussing his or her compensation.

**B. Oversight of Equity-Based and Incentive Compensation Plans.** The Committee (1) will supervise and administer the Company's incentive compensation and equity-based plans and may approve, amend, modify, interpret or ratify the terms of, or terminate, any such plan to the extent that such action does not require stockholder approval; (2) may grant awards under the Company's incentive compensation and equity-based plans; (3) may amend or modify any outstanding equity awards to the extent that such action does not require stockholder approval; and (4) make recommendations to the Board with respect to incentive-compensation plans and equity-based plans as appropriate.

**C. Overall Compensation.** The Committee will oversee the Company's overall compensation and benefits structure, policies, programs and related practices with the goal of (1) ensuring that these support the Company's business goals and comply with applicable laws and regulations, and (2) evaluating whether the risks arising from the Company's compensation policies and practices for its employees would be reasonably likely to have a material adverse effect on the Company. This oversight will include all employee compensation, not just Executive Officer compensation, and shall include the Company's 401(k) Plan. As part of the Committee's oversight of the Company's overall compensation, the Committee will review and make recommendations to management regarding general compensation goals and guidelines for employees and criteria by which employee bonuses are determined.

**D. Public Disclosure; Committee Report.** The Committee will review and discuss with management the Compensation Discussion & Analysis ("CD&A") for the Company's annual proxy statement, and, based on its review and discussions, the Committee may recommend to the Board that the CD&A be included in the Company's annual proxy statement. The Committee will provide a report in the Company's annual proxy statement in accordance with the rules and regulations of the SEC.

**E. Stockholder Advisory Votes.** The Committee will review and recommend to the Board for approval the frequency with which the Company will conduct stockholder advisory votes on executive compensation required by Section 14A of the Exchange Act, taking into account the results of the most recent stockholder advisory vote on the frequency of stockholder advisory votes on executive compensation required by Section 14A of the Exchange Act, and review and approve the proposals regarding the advisory votes on executive compensation and the frequency of such votes to be included in the Company's annual proxy statement.

**F. Human Capital Management;** The Committee will periodically review and assess the Company's strategies, programs and policies related to human capital management and the attraction, development, and retention of talent.

**G. DE&I.** The Committee will periodically review and assess the Company's DE&I philosophy, commitment and results.

**H. Annual Review.** The Committee will annually review and reassess the adequacy of this charter, including its membership requirements. The Committee will also annually review its performance, structure, and processes.

**I. Legal Compliance.** The Committee shall review any issues concerning the legal compliance and maintenance of the Company's employee benefit plans.

**J. Risk Management.** The Committee will review the Company's incentive compensation arrangements to determine whether they encourage excessive risk-taking, review and discuss at least annually the relationship between risk management policies and practices and compensation, and evaluate compensation policies and practices that could mitigate any such risk.

**K. Other Responsibilities.** The Committee will perform other duties that the Board may from time to time request.

**L. Reliance on Others.** Nothing in this charter is intended to preclude or impair the protection provided in Section 141(e) of the Delaware General Corporation Law for good faith reliance by the members of the Committee on reports or other information provided by others.