

Notice of Establishment of Compensation Advisory Committee

Avant Corporation (Head Office: Minato-ku, Tokyo; President and CEO: Tetsuji Morikawa; Securities Code: 3836) today announces that the Board of Directors has resolved to establish a Compensation Advisory Committee as an advisory body to the Board of Directors at a meeting held on March 17, 2021.

1. Purpose of the establishment of the Compensation Advisory Committee

The Board of Directors of the Company consists of three independent outside directors, which is the majority of the five directors, and we believe that independent and objective procedures have been properly conducted. However, as part of our efforts to further strengthen corporate governance, we have decided to establish the Compensation Advisory Committee as a voluntary body to enhance the independence, objectivity, and accountability of the compensation decision process for directors, corporate auditors, and executive officers.

2. Matters to be discussed by the Compensation Advisory Committee

- (1) Policy for determining the compensation, etc. of Directors, and Executive Officers
- (2) Draft proposals on compensation, etc. of Directors, Corporate Auditors and Executive Officers to be submitted to the General Meeting of Shareholders
- (3) Draft policy regarding decisions on the details of compensation, etc. for individual Directors and Executive Officers to be submitted to the Board of Directors
- (4) Proposed contents of individual compensation, etc. of Directors and Executive Officers to be submitted to the Board of Directors.
- (5) Any other matters deemed necessary by the Board of Directors in relation to the preceding items.

3. Composition of the Compensation Advisory Committee

The Compensation Advisory Committee shall consist of three members: two independent directors and the Representative Director and Group CEO, and the chairperson of the committee

shall be selected from the independent outside directors.

4. Date of establishment

March 17, 2021

<About AVANT Group>

AVANT

The Avant Group's mission, headed by the holding company AVANT Corporation (Head Office: Minato-ku, Tokyo; President and Group CEO: Tetsuji Morikawa; Securities Code: 3836), is to spread accountability. The Group is developing its consolidated accounting, business intelligence, and CFO outsourcing businesses with the CFOs and CIOs as its main focus. Through these efforts, the Group is helping to create value for customers by transforming management information into a map for the future, which is useful in decision-making.

Established as DIVA Corporation in May 1997, after going public in February 2007, changed its name to AVANT Corporation when it transitioned to a holding company in October 2013. The company was listed on the First Section of the Tokyo Stock Exchange in March 2018. Major Group operating subsidiaries (100% owned by both companies) are as follows:

DIVA Corporation

ZEAL Corporation

Internet Disclosure Co., Ltd.

FIERTE Corporation