BROADWAY MARKET MANAGEMENT INC.

SALARY AND COMPENSATION POLICY

I. Introduction

In accordance with Section 2824(1)(c) of the New York Public Authorities Law, Broadway Market Management Inc. (the "Corporation") hereby adopts a written protocol for determining employee compensation. The compensation program includes employee base compensation, cost of living adjustments (COLA), and related fringe benefit costs (collectively, the "Employee Compensation Program").

II. Employee Compensation Program Procedures

A. A preliminary budget for employee compensation, including base compensation and any recommended salary adjustments, together with fringe benefits and COLA shall be proposed annually by the Governance Committee. Base compensation and salary adjustments shall be proposed after taking into consideration the existing compensation ranges and fringe benefit programs and appropriate economic, geographic, and competitive salary ranges and fringe benefits for comparable positions in the region and with respect to New York State local development corporations in particular. The Governance Committee will also consider the experience of the individual, the Corporation's budget constraints, and other appropriate discretionary factors in establishing the individual base compensation. The preliminary budget shall also include proposed compensation for the Executive Director.

B. The Governance Committee will then submit the proposed preliminary budget for employee compensation to the Finance Committee for its review and recommendation. The Finance Committee will review the proposed preliminary budget and either recommend it as submitted or propose modifications. The Executive Director shall not participate in Finance Committee deliberations or the vote regarding the compensation of the Executive Director.

C. The preliminary budget with the recommendations of the Finance Committee shall then be referred to the Corporation's Board of Directors (the "Board") for review. The Board shall then approve the budget for employee compensation with any modifications that it may deem necessary or appropriate.

III. Review; Amendments

This Policy shall be subject to review and modification from time to time by the Board of Directors of the Corporation.

Adopted: April 27, 2026