

ANTERIX INC.

CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

1. Members. The Board of Directors (the “**Board**”) of Anterix Inc. (the “**Company**”) will appoint a Compensation Committee (the “**Committee**”) of at least three members. The members of the Committee shall meet the applicable independence and experience requirements of: (i) the NASDAQ Stock Market (“**NASDAQ**”); (ii) the rules and regulations of the Securities and Exchange Commission (the “**SEC**”) and (iii) the Company’s Corporate Governance Guidelines. Additionally, at such time, it is also intended that members of the Committee also qualify as “nonemployee directors” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”).

The members of the Committee shall be appointed annually by the Board on the recommendation of the Company’s Nominating and Corporate Governance Committee and each member shall serve until his or her successor is appointed by the Board or until such member’s earlier resignation or removal. Committee members may be replaced by the Board on the recommendation of the Company’s Nominating and Corporate Governance Committee. Vacancies on the Committee shall be filled by appointment by the Board on the recommendation of the Company’s Nominating and Corporate Governance Committee. Unless a Chair of the Committee is designated by the Board, the members of the Committee may designate a Chair by majority vote of the full Committee membership. The Chair shall be designated annually. The Chair shall preside at all regular meetings of the Committee and shall make the final decision regarding the agenda for each meeting.

A director shall not serve on the Committee if any executive officer of the Company serves on the board of directors of an entity that employs such director as an executive officer.

2. Purpose, Duties and Responsibilities. The purpose of the Committee is to assist the Board in discharging its responsibilities relating to compensation of the Company’s Section 16 officers (as defined in Rule 16a-1(f) issued under the Exchange Act) and other executive officers; to review Company strategies for attracting, developing, retaining and motivating management and employees; and to oversee the succession of leadership talent for the Company. The duties and responsibilities of the Committee include the following:

Executive Compensation

- (a) Periodically review and approve an executive compensation policy that (i) supports the Company’s overall business strategy and objectives; (ii) attracts and retains key executives; (iii) links compensation with business objectives and organizational performance; and (iv) provides competitive compensation opportunities;
- (b) For the Company’s Chief Executive Officer (“CEO”) and its Executive Chairman:
 - (i) review and recommend to the Board for approval their compensation (including, but not limited to, salary, bonus, incentive compensation, equity awards, benefits and perquisites),
 - (ii) review and approve relevant corporate and individual performance goals and objectives, with input from the full Board, and
 - (iii) conduct an annual evaluation, with input from the full Board, of their performance and compensation, in light of those goals and objectives;

- (c) Review and approve the compensation for the Company's Section 16 officers ("Executive Officers") (including, but not limited to, salary, bonus, incentive compensation, equity awards, benefits and perquisites), and review and approve relevant corporate and individual performance goals and objectives and assess the annual evaluation completed by the CEO for such Executive Officers in light of those goals and objectives;
- (d) Review and approve any employment agreements or arrangements with Executive Officers or any other executives of the Company, including with respect to severance arrangements and any perquisites and other personal benefits (except generally available to all employees) to the Company's executive officers;
- (e) Administer the Company's Executive Officer Recoupment Policy in compliance with Rule 10D-1 under the exchange Act and the rules and regulations of NASDAQ;

Equity and Other Compensation Plans

- (f) Review and make recommendations to the Board with respect to the adoption of equity-based compensation, incentive compensation, severance arrangements, retirement and other employee benefit plans that are subject to Board approval;
- (g) Act on behalf of the Board in administering equity-based compensation, incentive compensation, retirement and other employee benefit plans approved by the Board and/or stockholders in a manner consistent with the terms of such plans, unless otherwise specified by the Board or by the terms of the plan or as delegated by the Committee, and (ii) in that administrative capacity, discharge any responsibilities imposed on the Committee under those plans, including making and authorizing grants, establishing performance goals for the relevant period and determining whether performance goals have been achieved at the end of the period;

Corporate Governance

- (h) Oversee the management succession process for the CEO and selected senior executives;
- (i) Oversee workplace diversity initiatives and progress;
- (j) Consult with and advise management on major policies affecting employee relations;
- (k) Oversee the actions of any person or group to whom it delegates its authority;
- (l) Review and discuss the disclosures in the Company's "Compensation Discussion and Analysis" with management and, based on such review and discussions, make a recommendation to the Board as to the inclusion of the "Compensation Discussion and Analysis" in the Company's annual proxy statement or Form 10-K, as applicable;
- (m) Oversee the risks assessment of the Company's compensation policies and practices and review and discuss at least annually whether the Company's compensation policies and practices are reasonably likely to have a material adverse effect on the Company, including, any disclosure related thereto that may be required in the Company's annual proxy statement;
- (n) Approve an annual Committee report for inclusion in the Company's annual proxy statement or Form 10-K, as applicable, in accordance with applicable rules and

regulations;

- (o) Review and approve the composition of the peer group used by the Company for benchmarking and other analyses related to executive and director compensation;
- (p) Review and recommend to the Board for approval the stock ownership guidelines applicable to the Company's executive officers and directors and any changes thereto;
- (q) Review the compensation of directors for service on the Board and its committees and recommend changes to the Board as appropriate for approval.
- (r) Review and approve the form of indemnification agreement entered into between the Company and the Company's executive officers and directors;
- (s) Review and recommend for approval by the Board the policies and procedures for reimbursement of non-employee directors travel and other expenses;
- (t) Annually evaluate the performance of the Committee and the adequacy of the Committee's charter, and update the Committee's charter as necessary or appropriate; and
- (u) Perform such other duties and responsibilities as are consistent with the purpose of the Committee and as the Board or the Committee deems appropriate.

3. Authority; Outside Advisors. The Committee has the authority to take any actions it considers appropriate to fulfill the above duties and responsibilities, including, without limitation, the authority to retain such compensation consultants, outside counsel, experts, and other advisors as it determines appropriate to assist it in the performance of its functions, including, without limitation, sole authority to retain and terminate one or more compensation consulting firms, and to approve the fees and other retention terms for any such firm that is retained by it. The Committee shall have full access to any relevant records of the Company and may request that any officer or other employee of the Company or the Company's outside counsel meet with any members of, or consultants to, the Committee. The Company shall provide appropriate funding, as determined by the Committee, for payment of compensation to any advisors employed by the Committee, as well as funding for the payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. The formation and establishment of the Committee and all actions taken by the Committee (or by any subcommittee or committee member) shall be valid and effective even if one or more members of the Committee who was "independent," or who qualified to be an "nonemployee director" as defined above is determined subsequently not to have so qualified.

4. Assessment of Outside Advisor Independence. Notwithstanding Section 3 above, the Committee may select a compensation consultant, outside counsel, experts or other advisers only after taking into consideration, all factors relevant to that person's independence from management, including the following:

- (a) The provision of other services to the Company by the entity that employs the compensation consultant, outside counsel, expert or other adviser;
- (b) The amount of fees received from the Company by the entity that employs the compensation consultant, outside counsel, expert or other adviser, as a percentage of the total revenue of such entity;
- (c) The policies and procedures of the entity that employs the compensation consultant, outside counsel, expert or other adviser that are designed to prevent conflicts of interest;
- (d) Any business or personal relationship of the compensation consultant, outside counsel,

expert or other adviser with a member of the Committee;

(e) Any stock of the Company owned by the compensation consultant, outside counsel, expert or other adviser; and

(f) Any business or personal relationship of the compensation consultant, outside counsel, expert or other adviser or the entity employing such adviser with an executive officer of the Company.

5. Subcommittees and Delegation. To the extent permitted by law or regulation, the Committee may delegate authority to one or more members of the Committee or to one or more executives of the Company, and may form and delegate authority to one or more subcommittees and to one or more committees of executives of the Company, except that the Committee may not delegate authority to approve compensation for the Company's CEO or its other Section 16 and other executive officers to any person or committee (other than to a subcommittee consisting exclusively of at least three members of the Committee). Any such subcommittee or officer of the Company shall regularly report to the Committee on any actions taken pursuant to such delegated authority.

6. Meetings; Reporting to Board. The majority of the members of the Committee constitutes a quorum. All determinations of the Committee shall be by a majority of the disinterested members present at a meeting duly called or held, provided that any decision or determination of the Committee reduced to writing and consented to (including, but not limited to, by means of electronic transmission) by all of the members of the Committee shall be fully as effective as if it had been made at a meeting duly called and held. For the purposes hereof, a member of the Committee shall be considered to be disinterested if he or she has no direct or indirect financial interest in the matters to be considered by the Committee. Notwithstanding the foregoing, a member of the Committee that recommends compensation determinations for service on the Board or its committees shall be considered disinterested, provided that such action does not affect such member's compensation disproportionately to that of other directors. Meetings of the Committee will be held at least four times a year at such times and places as the Committee determines. Such meetings may be held through any communications equipment if all persons participating can hear each other. The Committee may request any officer or employee of the Company or the Company's outside counsel or accounting firm to attend a meeting of the Committee or to meet with the members of, or consultants to, the Committee. The Committee shall meet periodically in executive session without the presence of management.

The Committee shall report regularly to the Board with respect to its meetings and any significant developments in the course of performing the duties and responsibilities set forth in this Charter or as otherwise requested by the Board. The Committee shall maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board.

Approved: June 9, 2014

Restated: August 10, 2016
June, 2018
April 23, 2021
August 10, 2022
February 21, 2023
November 17, 2023
December 6, 2024