

BALLSTON SPA BANCORP, INC.

NOTICE OF ANNUAL MEETING OF SHAREHOLDERS

TO HOLDERS OF SHARES OF COMMON STOCK

NOTICE IS HEREBY GIVEN that the 2023 Annual Meeting of Shareholders of Ballston Spa Bancorp, Inc. will be held at the BSNB Corporate Plaza, 990 State Route 67, Ballston Spa, New York, on Thursday, May 11, 2023, at 4:00 p.m. for the purpose of considering and voting upon the following matter:

1. **Election of Directors.** Election of the nominees listed in the Proxy Statement dated March 31, 2023, accompanying the Notice of said meeting.

Management is not aware of any other business that may be properly brought before the Annual Meeting in accordance with the Bylaws of the Corporation.

Only those shareholders of record at the close of business March 14, 2023, shall be entitled to this Notice of Annual Meeting and to vote at the Meeting.

By Order of the Board of Directors dated March 31, 2023.



James Dodd
Senior Vice President and Chief Financial Officer

IMPORTANT NOTICE OF INTERNET AVAILABILITY OF PROXY MATERIALS

The 2022 Annual Report, and the Notice of 2023 Annual Meeting of Shareholders and Proxy Statement may be found at:

<https://www.bsnb.com/shareholder-information/>



Ballston Spa National Bank is a subsidiary of Ballston Spa Bancorp, Inc.
General Information (518) 885-6781 • www.bsnb.com



BALLSTON SPA BANCORP, INC.

NOTICE OF 2023 ANNUAL MEETING OF SHAREHOLDERS AND PROXY STATEMENT

Thursday, May 11, 2023
4:00 p.m.
BSNB Corporate Plaza
990 State Route 67
Ballston Spa, NY 12020

March 31, 2023

Dear Shareholders:

You are cordially invited to attend the 2023 Annual Meeting of Shareholders of Ballston Spa Bancorp, Inc. Our Annual Meeting will be held at the BSNB Corporate Plaza, 990 State Route 67, Ballston Spa, NY 12020, on Thursday, May 11, 2023 at 4:00 p.m.

The enclosed information includes the Notice of Annual Meeting of Shareholders, a Proxy Statement and the Annual Report for 2022. If you have previously signed up for electronic delivery of our Annual Report, it is now available via our website (www.bsnb.com).

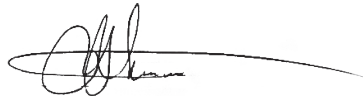
The formal business to be transacted during the Annual Meeting includes a review of our financial performance, followed by the election of Directors. A brief biography of each of our currently serving and our nominated Directors is provided here for your consideration. Also enclosed is a Proxy Form for recording your vote.

Candidates are nominated to serve three year terms as detailed in the Proxy statement and all are current directors of the Bank.

Please sign and date the Proxy Form at your earliest convenience and return it in the envelope provided.

If you are planning to attend the meeting, please contact Nancy Pierce at (518) 363-8113 no later than May 5th, 2023.

Sincerely,



Richard P. Sleasman
Interim Chairman of the Board

BALLSTON SPA BANCORP, INC.

PROXY STATEMENT

As of this date, the number of shares of common stock outstanding and entitled to vote at the Annual Meeting of Shareholders is 742,663. Only those shareholders of record at the close of business on March 14, 2023, shall be entitled to vote.

Election of Directors

The persons named below have been nominated for election to serve until the 2026 Annual Meeting of Shareholders as detailed below. In accordance with the Bylaws, no additional nominations by a shareholder have been received or may be made.

<u>Directors</u>	<u>Term Ending</u>
Paul N. DiCaprio	2026
Michael S. Dunn	2026
Beth A. Grasso, CPA	2026

Board of Directors Biographical Information

Dr. Dawn A. Abbuhl

Dr. Abbuhl is the president of Repeat Business Systems and a licensed psychologist. She was appointed to the Board of Directors in 2018, and is the Chair of the Strategic Planning Committee and a member of the Technology and Wealth Management Committees.

Active in the community, Dr. Abbuhl serves on numerous boards and committees, including the Capital Region Chamber of Commerce (Government Affairs Committee), the Center for Disability Services Gala committee, the Cornwallville Conservation Corporation (Secretary), the Copier Dealers Association (Immediate Past President; First Female President), the Ricoh National Dealer Council (Immediate Past President; First Female Chair), Pine Hollow Arboretum (Vice President), Neural Stem Cell Research Board, Chamber Mentorship program, Bus Stop Club, Forum for Executive Women, Sage Group, Fort Orange Club Trustee, College of St. Rose Community of Excellence Committee, Albany Times Union Women @ Work Professional Legacy member and the Pediatric Early Developmental Screening Board.

Dr. Abbuhl is currently serving a term to expire in 2024.

Paul N. DiCaprio

Mr. DiCaprio is the president of Specialty Silicone Products, Inc. He was appointed to the Board of Directors in 2019 and currently serves as a member of the Compensation, Strategic, Pension and Examining Committees.

Active in the community, Mr. DiCaprio serves as a board member for Liberty ARC and the ARC of NY. He serves on various committees for both organizations.

Mr. DiCaprio has been nominated for a term that will expire in 2026.

Christopher R. Dowd

Mr. Dowd is the President and CEO of Ballston Spa National Bank. He was elected to the Board of Directors in 2004 and currently serves as a member of the Executive, Governance and Wealth Management Committees.

Mr. Dowd is an active member of the community and currently serves on the Board of the Center for Economic Growth. He also serves on the Capital

Region Chamber Board and is the immediate past Chair of the Board of the Chamber of Southern Saratoga County.

Mr. Dowd is currently serving a term to expire in 2024.

Michael S. Dunn

Mr. Dunn is the Chief Technology Officer of ultra.io. He is a member of the W3C and mentor of TechStars. He was elected to the Board of Directors in 2005, and currently serves as Chair of the Technology Committee and is a member of the Examining and Governance Committees.

Mr. Dunn has been nominated for a term that will expire in 2026.

Beth A. Grasso, CPA

Ms. Grasso is a Certified Public Accountant whose practice specializes in the preparation of small business and individual tax returns as well as financial statements. Ms. Grasso was elected to the Board of Directors in 2011, and is the Chair of the Examining Committee in addition to being a member of the Technology and Wealth Management Committees. Ms. Grasso is a board member and past Treasurer of the Heritage Home for Women in Schenectady, NY.

Ms. Grasso has been nominated for a term that will expire in 2026.

Stephen J. Obermayer, CPA

Mr. Obermayer is the Chief Financial Officer of BBL Construction Services, LLC and the President of BBL Hospitality, LLC. He is a Certified Public Accountant with experience in the financial services, hospitality, and construction industries. Mr. Obermayer was elected to the Board of Directors in 2012, and is the Chair of the Governance Committee and a member of the Executive and Strategic Planning Committees.

Mr. Obermayer is a board member for St. Peter's Hospital Foundation, the Capital District YMCA, the Center for Economic Growth, the Capital Region Chamber of Commerce, the Business Council of New York State, the SEAT Center and the Alzheimer's Association of Northeastern New York.

Mr. Obermayer is currently serving a term to expire in 2025.

Richard P. Sleasman

Mr. Sleasman is the President and Managing Director of CBRE – Albany. He has more than 30 years of experience in commercial real estate brokerage and property management services. Mr. Sleasman was elected to the Board of Directors in 2016, elected to the position of Vice Chair in October 2022 and is the Chair of the Wealth Management Committee and a member of the Compensation and Strategic Planning Committees.

In addition to his various local and national responsibilities within the real estate field, Mr. Sleasman is an active member in the community serving as past-Chair of the Eastern New York Red Cross Board as well as on the Boards of the Center for Economic Growth and the Capital Region Chamber of Commerce (2019 Board Chair).

Mr. Sleasman is currently serving a term to expire in 2025.

Stephen E. Strader, MD

Dr. Strader retired in 2021. He was a Family Physician at CapitalCare Family Practice Rowland Street in Ballston Spa. He has served as Medical Director for Saratoga County. He was elected to the Board of Directors in 1998, and currently serves as a member of the Compensation, Examining and Executive Committees.

Dr. Strader is currently serving a term to expire in 2024.