

PENNICHUCK CORPORATION

COMPENSATION AND BENEFITS COMMITTEE
MINUTES OF OCTOBER 22, 2021 MEETING

A meeting of the Compensation and Benefits Committee (“Committee”) of the Board of Directors of Pennichuck Corporation (“Company”) was held on Friday, October 22, 2021 at 10:38 a.m., at the Company’s offices at 25 Walnut Street, Nashua, New Hampshire.

Written materials relating to items listed in the Agenda were provided to the Committee members for their review prior to the meeting.

The following persons were in attendance for the meeting:

Committee Members: Stephen D. Genest, Chairman
David P. Bernier (telephonically)
C. George Bower (telephonically)
Elizabeth A. Dunn
Thomas J. Leonard
John D. McGrath

Pennichuck Corporation: James P. Dore, Director (telephonically)
H. Scott Flegal, Director
Jay N. Lustig, Director
Deborah Novotny, Director (telephonically)
Preston J. Stanley, Jr., Director
Larry D. Goodhue, Chief Executive Officer
Donald Ware, Chief Operating Officer
Suzanne L. Ansara, Corporate Secretary
Chris Countie, Director, Water Supply and Community Systems

S. Ansara recorded the minutes of the meeting.

Approval of Minutes

There being no comments on the draft minutes of the August 27, 2021 Committee meeting, on motion duly made by J. McGrath and seconded by T. Leonard, all of the Committee Members then voting, it was unanimously

Resolved: that the minutes of the August 27, 2021 meeting of the Compensation and Benefits Committee are hereby approved.

Move to Non-Public Session

E. Dunn moved that the Committee enter into non-public session to discuss a matter, which if discussed in public, would likely affect adversely the reputation of a person, pursuant to RSA 91-A:3, II(c). J. McGrath seconded the motion.

A roll call of the Committee Members was taken, which resulted as follows:

Yea: S. Genest, D. Bernier, G. Bower, E. Dunn, T. Leonard, J. McGrath
Nay:

Motion was carried to enter into non-public session at 10:39 a.m.

Reconvene in Public Session

The non-public session ended at 11:10 a.m. and the Committee reconvened in public session.

T. Leonard moved that the Committee seal the minutes of the non-public session under RSA 91-A:3, II(c). J. McGrath seconded the motion. A roll call of the Committee members was taken, which resulted as follows:

Yea: S. Genest, D. Bernier, G. Bower, E. Dunn, T. Leonard, J. McGrath
Nay:

Motion was carried to seal the minutes of the non-public session.

There being no further business to come before the Committee, the Chairman adjourned the meeting at 11:11 a.m.

/s/ Suzanne L. Ansara

Suzanne L. Ansara
Corporate Secretary