

PENNICHUCK CORPORATION

COMPENSATION AND BENEFITS COMMITTEE
MINUTES OF AUGUST 26, 2022 MEETING

A meeting of the Compensation and Benefits Committee (“Committee”) of the Board of Directors of Pennichuck Corporation (“Company”) was held on Friday, August 26, 2022, at 11:53 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 Committee Members were present for the start of the meeting, constituting a quorum:

Stephen D. Genest, Chairman
David P. Bernier
Thomas J. Leonard
John D. McGrath
Sarah Pillsbury (via Conference Call)

S. Pillsbury stated the reason she was unable to attend the meeting in person, that she was alone and could hear the proceedings.

Attending the meeting from the Company’s Board of Directors were:

Amy Marie R. Corriveau
Elizabeth A. Dunn

Attending the meeting from the Company was Suzanne L. Ansara, Corporate Secretary, who recorded the minutes of the meeting.

Approval of Minutes

There being no comments on the draft minutes of the Committee’s July 18, 2022 meeting, on motion duly made by J. McGrath and seconded by T. Leonard, all of the Committee Members then voting by roll call, it was unanimously

Resolved: that the minutes of the July 18, 2022 meeting of the Compensation and Benefits Committee are hereby approved.

Move to Non-Public Session

J. McGrath moved that the Committee enter into non-public session to (i) discuss the promotion or compensation of employees pursuant to RSA 91-A:3, II(a); and (ii) discuss matters, which if discussed in public, would likely affect adversely the reputation of a person pursuant to RSA 91-A:3, II(c). T. Leonard seconded the motion.

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

Yea: D. Bernier, S. Genest, T. Leonard, J. McGrath, S. Pillsbury

Nay:

Motion was carried to enter into non-public session at 11:54 a.m.

Reconvene in Public Session

The non-public session ended at 1:00 p.m. and the Committee reconvened in public session.

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

Yea: D. Bernier, S. Genest, T. Leonard, J. McGrath, S. Pillsbury

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 1:02 p.m.

/s/ Suzanne L. Ansara

Suzanne L. Ansara
Corporate Secretary