

PENNICHUCK CORPORATION

COMPENSATION AND BENEFITS COMMITTEE
MINUTES OF SEPTEMBER 23, 2022 MEETING

A meeting of the Compensation and Benefits Committee (“Committee”) of the Board of Directors of Pennichuck Corporation (“Company”) was held on Friday, September 23, 2022, at 9:37 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
John D. McGrath
Sarah Pillsbury

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

Amymarie R. Corriveau
Elizabeth A. Dunn
Preston J. Stanley, Jr.

Attending the meeting from the Company were:

Suzanne L. Ansara, Corporate Secretary, who recorded the minutes of the meeting
Christopher Countie, Director, Water Supply and Community Systems

Approval of Minutes

There being no comments on the draft minutes of the Committee’s August 26, 2022 meeting, on motion duly made by J. McGrath and seconded by S. Pillsbury, all of the Committee Members present then voting, it was unanimously

Resolved: that the minutes of the August 26, 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). S. Pillsbury seconded the motion.

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

Yea: S. Genest, J. McGrath, S. Pillsbury

Nay:

Motion was carried to enter into non-public session at 9:39 a.m.

Reconvene in Public Session

The non-public session ended at 10:12 a.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). S. Pillsbury seconded the motion. A roll call of the Committee Members present was taken, which resulted as follows:

Yea: S. Genest, 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 10:14 a.m.

/s/ Suzanne L. Ansara

Suzanne L. Ansara

Corporate Secretary