

PENNICHUCK CORPORATION  
COMPENSATION AND BENEFITS COMMITTEE  
MINUTES OF MARCH 19, 2024 MEETING

A meeting of the Compensation and Benefits (“Committee”) of the Board of Directors of Pennichuck Corporation (“Company”) was held on Tuesday, March 19, 2024 at 4:32 p.m. at the Company’s offices at 25 Walnut Street, Nashua, NH.

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 at the start of the meeting constituting a quorum:

Stephen D. Genest, Chairman  
H. Scott Flegal  
John D. McGrath  
Jay N. Lustig (via Microsoft Teams)  
Thomas J. Leonard III (via Microsoft Teams)  
Sarah Pillsbury (via Microsoft Teams)

Attending from the Company were:

John J. Boisvert, Chief Executive Officer and Chief Engineer  
George Torres, Chief Financial Officer and Treasurer  
Carol Ann Howe, Assistant Treasurer and Corporate Secretary  
Mary V. DeRoche, Human Resources Director

C. Howe recorded the minutes of the meeting.

Approval of Minutes

There being no comments on the draft minutes of the December 6, 2023 meeting of the Compensation and Benefits Committee, on motion duly made by S. Flegal and seconded by S. Genest, all of the Committee members then voting by roll call, it was unanimously

Resolved: that the minutes of the December 6, 2023 meeting of the Compensation and Benefits Committee are hereby approved.

Move to Non-Public Session

S. Genest moved that the Committee enter into non-public session to (1) discuss the promotion or compensation of employees pursuant to RSA 91-A:3, II(a); and (2) 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. Flegal seconded the motion.

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

Yea: S. Genest, T. Leonard, J. Lustig, J. McGrath, S. Flegal, S. Pillsbury

Nay:

Motion was carried to enter into non-public session at 4:33 p.m.

Reconvene in Public Session

The non-public session ended at 5:46 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). S. Flegal seconded the motion. A roll call of the Committee Members was taken, which resulted as follows:

Yea: S. Genest, T. Leonard, J. Lustig, J. McGrath, S. Flegal, 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 5:47 p.m.

*Carol Ann Howe*

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Carol Ann Howe  
Assistant Treasurer and Corporate Secretary