

PENNICHUCK CORPORATION
COMPENSATION AND BENEFITS COMMITTEE
MINUTES OF NOVEMBER 13, 2024 MEETING

A meeting of the Compensation and Benefits (“Committee”) of the Board of Directors of Pennichuck Corporation (“Company”) was held on Wednesday, November 13, at 4:02 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:

C. George Bower
Scott A. Cote
Jay N. Lustig, Chair (via Microsoft Teams)
Ralph Jenkins
John D. McGrath
Sarah Pillsbury

Attending from the Company were:

John J. Boisvert, Chief Executive Officer and Chief Engineer
George Torres, Chief Financial Officer and Treasurer
Sarah E. Rossetti, Human Resources Director
Carol Ann Howe, Assistant Treasurer and Corporate Secretary

C. Howe recorded the minutes of the meeting.

Approval of Minutes

There being no comments on the draft minutes of the August 12, 2024, meeting of the Compensation and Benefits Committee, on motion duly made by J. McGrath and seconded by R. Jenkins, all of the Committee members then voting by roll call, it was unanimously

Resolved: that the minutes of the August 12, 2024 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 (1) discuss the promotion or compensation of employees pursuant to RSA 91-A:3, II(a); and (2) to discuss financial or confidential information, pursuant to RSA 91-A:3, II(j). S. Pillsbury seconded the motion.

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

Yea: J. Lustig, G. Bower, S. Cote, R. Jenkins, J. McGrath, S. Pillsbury
Nay:

J. Lustig left the meeting at 4:06 p.m.

Motion was carried to enter into non-public session at 4:07 p.m.

Reconvene in Public Session

The non-public session ended at 6:26 p.m. and the Committee reconvened in public session.

S. Pillsbury 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(j). R. Jenkins seconded the motion. A roll call of the Committee Members was taken, which resulted as follows:

Yea: G. Bower, S. Cote, R. Jenkins, 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 Chair adjourned the meeting at 6:28 p.m.

Carol Ann Howe

Carol Ann Howe, CPA
Assistant Treasurer and Corporate Secretary