PENNICHUCK CORPORATION

BOARD OF DIRECTORS
MINUTES OF MAY 21, 2025 ANNUAL MEETING

The Annual Meeting of the Board of Directors of Pennichuck Corporation (the "Company") was held on Wednesday, May 21, 20254 at 8:36 a.m., at the Company's Distribution Facility, 16 Daniel Webster Highway, Merrimack, New Hampshire, immediately following the Annual Meeting of Sole Shareholder.

The following Directors were present for the start of the meeting, constituting a quorum:

C. George Bower
Amymarie R. Corriveau
Elizabeth A. Dunn
H. Scott Flegal
Ronald J. Houle
Ralph Jenkins
Brian H. Law
Jay N. Lustig
John D. McGrath
Deborah B. Novotny
Sarah Pillsbury
Lori Wilshire

Attending the meeting from the Company were:

John J. Boisvert, Chief Executive Officer and Chief Engineer
Donald L. Ware, Chief Operating Officer
George Torres, Chief Financial Officer and Treasurer
Carol Ann Howe, Assistant Treasurer and Corporate Secretary
Steven Greenwood, IT Director
Tara King, Revenue and Customer Operations Director
Christopher J. Countie, Director of Operations
Erin Holms, Director of Engineering and Environmental Services
Alan D. Brown, Manager, Distribution
Lori Douglas, Corporate Controller
Jay D. Kerrigan, Manager Regulatory Affairs, Internal Control and Business Services
Matt Day, Water Supply Manager
Casey Harding, Engineer
Hannah Marshall, Engineer
Dawn Lavacchia, Manager of Programs
Brendan Bowler, Developer Services Project Manager
Noah Waldron, Engineer

Also attending were five members from the Public.

C. Howe recorded the minutes of the meeting.

The Chairman called the meeting to order.

Election of Chairman of the Board

The first order of business was to elect a Chairman of the Board of Directors for the ensuing year. On motion duly made by D. Novotny and seconded by S. Flegal, all of the Directors then voting, it was unanimously

Resolved: that C. George Bower is hereby elected Chairman of the Board of Directors of Pennichuck Corporation.

Appointment of Board Committee Members

The Chairman asked for a motion to appoint members to each of the Board Committees as set forth in the Agenda. On motion duly made by J. Lustig and seconded by J. McGrath, all of the Directors then voting, it was unanimously

Resolved: that the following Committees of the Pennichuck Corporation Board of Directors will be comprised of the individuals listed below:

Audit, Finance and Risk Committee

Amymarie R. Corriveau
H. Scott Flegal
Ronald J. Houle
Ralph Jenkins, Chair
Brian H. Law
John McGrath
Deborah Novotny

Compensation and Benefits Committee

C. George Bower
H. Scott Flegal
Ralph Jenkins
Jay N. Lustig, Chair
John D. McGrath
Sarah Pillsbury

Nominating and Governance Committee

Amymarie R. Corriveau
Elizabeth A. Dunn, Chair
Brian H. Law
Jay N. Lustig
Deborah Novotny
Sarah Pillsbury

Election of Officers

The next order of business was to elect Officers of the Company for the ensuing year. On motion duly made by L. Wilshire and seconded by E. Dunn, all of the Directors then voting, it was unanimously

Resolved: that the following individuals are hereby elected to the offices of Pennichuck Corporation set forth below opposite their names, to serve in accordance with the By-Laws of Pennichuck Corporation and at the discretion of the Board of Directors:

Name	Title
John J. Boisvert	Chief Executive Officer
Donald L. Ware	Chief Operating Officer
George Torres	Chief Financial Officer and Treasurer
Carol Ann Howe	Assistant Treasurer and Corporate Secretary

G. Bower provided some brief comments noting milestone items that have occurred through the year and highlighting the significance of the completion of the merger of the subsidiaries in order to streamline the organization. He stated that as of March 1, 2025, the merger had been approved by the New Hampshire Public Utility Commission (NHPUC). He also acknowledged the gratitude of the board for the countless hours worked by many members of the organization in order to complete this significant milestone.

J. Boisvert then provided comments and also noted the extraordinary amount of work done by the Company in order to accomplish the merger of the subsidiaries. He also recognized the work by other individuals including City Officials that were involved as intervenors as well and the Office of Community Advocate (OCA), NHPUC, and others. He noted the benefits that this merger would have on the Company as well as the benefit it will bring to our customers. He also mentioned several financial and operational action items that will be in place over the next year and discussed the significance of the Human Resource initiatives being put in place to ensure the organization is positioning itself well for the future and ensuring a positive employee experience. He discussed the focus that is being put on operational compliance and performance and ensuring that all we are required to do by regulation and law is being followed. We are also paying close attention to industry best practices to ensure we have a reliable and properly functioning system. He also noted the significance of environmental emergency preparedness.

G. Torres then addressed the meeting to highlight the financial items occurring over the past year. First noting the significance of the merger of the subsidiaries which spanned over a two-year period. He then provided a summary of the significant financial items that occurred in 2024, including a summary of the pumpage, consolidated revenues and expenses, and capital projects.

G. Bower then opened up the meeting for public comments. There were some questions posed from members of the public and responses were provided by both G. Bower and J. Boisvert.

There being no further business to come before the Board, the Chairman adjourned the Annual Meeting of the Board of Directors at 9:35 a.m.

Carol Ann Howe

Carol Ann Howe, CPA
Assistant Treasurer and Corporate Secretary