

LUMBEE RIVER ELECTRIC MEMBERSHIP CORPORATION
Minutes of the Regular Meeting of the
Board of Directors
January 20, 2026

Pursuant to due notice thereof, a meeting of the Board of Directors of the Lumbee River Electric Membership Corporation was held at the Corporation's headquarters in Pembroke, North Carolina, beginning at 5:30 p.m., Tuesday, January 20, 2026. Directors present in person were Chairman Rory Eddings, Ronald Anderson, James Hardin, Mary Beth Locklear, Sherry Carter, Treasurer Sharon M. Burnette, Kirk Lowery, Secretary Elaine O. Chavis, Vice Chairman Roger Oxendine, Erice Locklear, Rhonda Goins Dial and Ronald G. Hammonds. Board Member Anthony Hunt was not present. Also present were Grady Hunt representing Hunt & Brooks, the Corporation's general counsel and President & CEO Jonathan T. Locklear.

Also present were the Executive Assistant Kim Chavis, Joe Sublett, Financial Analyst, Chief Operating Officer John Dyson, Vice President of Information Technology Craig Davis, Vice President of Human Resources Marie Hussey, VP of Eng. & Operations Matt Epps, Joshua Locklear Manager of Key Accounts, VP of Member Service & Community Relations Ruby Clark Quick and Director of Corporate Safety Mark Walters. Director of Corporate Safety Mark Walters was excused from the meeting at 6:15pm.

The Chairman called the meeting to order and prayer was said by Ronald Anderson.

1. A MOTION WAS DULY MADE BY SECRETARY ELAINE O. CHAVIS AND WAS PROPERLY SECONDED AND THE BOARD ADOPTED THE AGENDA. THE VOTE WAS CARRIED UNANIMOUSLY.
2. Vice President of Human Resources Marie Hussey introduced new employees to the Board: Brian Hardin, VP of Financial Services and Matthew Bailey, Fiber Field Technician.
3. Mary Kate Burke and Darlene Holmes from the Cape Fear Regional Theatre presented on the theatre's World Tour on which the Theater makes presentations at 20 schools (many of which are in LREMC's Service Area) in two weeks. They requested a donation from LREMC to support the tour.
4. a. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE OCTOBER 21, 2025 REGULAR BOARD MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

B. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE NOVEMBER 18, 2025 REGULAR BOARD MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

C. A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOT THE DECEMBER 9, 2025 EXECUTIVE COMMITTEE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

D. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE DECEMBER

16, 2025 REGULAR BOARD MEETING WITH CHANGES. THE VOTE WAS CARRIED UNANIMOUSLY.

5. Director of Corporate Safety Mark Walters presented the Safety Report for the month of December 2025. There were no incidents reported for the month of December 2025.

A MOTION WAS DULY MADE BY BOARD MEMBER RONALD G. HAMMONDS and WAS PROPERLY SECONDED AND THE BOARD APPROVED THE DECEMBER 2025 SAFETY REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

6. Secretary Elaine O. Chavis presented the Secretary's Report to the Directors for the Month of December 2025. A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE DECEMBER 2025 SECRETARY'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

7. Treasurer Sharon M. Burnette presented the Treasurer's Report (Form 7) to the Directors for the Month of December 2025. A MOTION WAS DULY MADE BY MARY BETH LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE DECEMBER 2025 TREASURER'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

8. Joseph Sublett presented the LREMC Financial Report for December 2025.

A MOTION WAS DULY MADE BY BOARD MEMBER RONALD ANDERSON AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE DECEMBER 2025 ESTATE RETIREMENTS.

9. ATTORNEY'S REPORT: THE ATTORNEY HAD NOTHING TO REPORT.

10. Jon T. Locklear, President & CEO of LREMC updated the Board on the upcoming inclement weather, WPCA, and providing power and fiber to Pennsylvania Transformer Technology. Jon T. informed the Board that LREMC continued to look at other opportunities in Hoke and Robeson Counties. Jon T. informed the Board that they would be looking at other opportunities to strengthen their ties with UNCP at the Spring Retreat. Jon. T. informed the Board that RCC Opening Day is January 27, 2026 and its an opportunity for a meet and greet with the players. Jon T. also discussed the linemen program and the potential opportunities for its graduates and also looking at ways LREMC could potentially bring in some of the graduates through its apprenticeship program. Jon T. informed the Board that they were looking at lighting the sidewalk going out of the side gate of the building. There was other discussions concerning Sandhills Utility Services, LLC, RIVR Tech, and right-of-way maintenance.

11. Vice President of Information Technology Craig Davis presented the Cybersecurity Update for the 4th Quarter of 2025. In October of 2025 there were 466 blocked emails from bad recipients, 15,667 blocked from spam, 393 blocked from viruses, 17,733 quarantined and 203,080 that were allowed. In November of 2025 there were 398 blocked emails from bad recipients, 11,803 blocked from spam, 334 blocked from viruses, 15,511 quarantined and 163,196 that were allowed. In December of 2025 there were 561 blocked

emails from bad recipients, 22,086 blocked from spam, 336 blocked from viruses, 16,465 quarantined and 147,392 that were allowed.

The Palo Alto Firewall Threat Report showed 150 threats from the United States, 39 from Argentina, 4 from Thailand, 3 from Seychelles, 19 from Netherlands, 2 from Portugal, 1 from Panama, and 50 from China.

The Phishing Tests sends simulated phishing emails or messages to employees to assess their vulnerability to phishing attacks. The phishing tests showed that in October 2025, there were 808 delivered, 5 failed, and 122 reported. In November 2025, there were 231 delivered, 1 failed, and 34 reported. In December 2025, there were 318 delivered, 0 failed, and 45 reported.

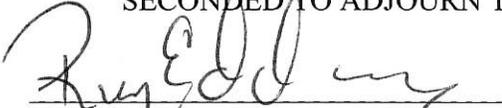
12. Chairman Rory Eddings noted matters of interest to Directors to include the following:
 - a. The Rumba on the Lumber will be held in Downtown Lumberton, NC on Friday- Saturday, March 6-7, 2026.
 - b. All LREMC offices will close in observance of Good Friday on Friday, April 3, 2026.

Conference/Meetings/Other:

- a. 2026 Directors Conference will be held on Sunday – Wednesday, January 25 – 28, 2026 in Palm Springs, CA.
 - b. 2026 NRECA PowerXchange will be held on Friday – Wednesday, March 6 – 11 2026 in Nashville, TN.
 - c. 2026 Brighter Future Summit will be held Wednesday – Thursday, April 8 – 9, 2026 at the Raleigh Marriott Crabtree Valley in Raleigh, North Carolina.
 - d. 2026 LREMC Spring Planning Session will be held Friday – Sunday, April 17 – 19, 2026 at the Marina Inn at Grande Dunes, Myrtle Beach, SC
 - e. 2026 Legislative Conference will be held Sunday – Wednesday, April 26 – 29, 2026 in Washington DC.
 - f. 2026 Rally in Raleigh will be held Tuesday – Wednesday, May 5 – 6, 2026 in at NC General Assembly, Raleigh, NC (No Per Diem)
13. A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD ENTERED EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
 14. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED TO LEAVE EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
 15. A MOTION WAS DULY MADE AND WAS PROPERLY SECONDED AND THE BOARD CONFIRMED ALL ACTIONS TAKEN IN EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried. All votes were reaffirmed without discussion as follows:

A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD AGREED TO DONATE TO THE CAPE FEAR REGIONAL THEATRE.

16. A MOTION WAS DULY MADE BY BOARD MEMBER ERICE LOCKLEAR AND WAS PROPERLY SECONDED TO ADJOURN THE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.



RORY EDDINGS, CHAIRMAN



ELAINE O. CHAVIS, SECRETARY