

LUMBEE RIVER ELECTRIC MEMBERSHIP CORPORATION
Minutes of the Regular Meeting of the
Board of Directors
April 21, 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, April 21, 2026. Directors present in person were Chairman Rory Eddings, Vice Chairman Roger Oxendine, James Hardin, Mary Beth Locklear, Sherry Carter, Anthony Hunt, Treasurer Sharon M. Burnette, Kirk Lowery, Secretary Elaine O. Chavis, Erice Locklear, Rhonda Goins Dial and Ronald G. Hammonds. Board Member Ronald Anderson 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, Brian Hardin, Vice President of Financial Services, 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, and Director of Corporate Safety Mark Walters. VP of Member Service & Community Relations Ruby Clark Quick was not present.

The Chairman called the meeting to order and prayer was said by Board Member James Hardin.

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, Aaron Vest, 1st Class Power Line Technician, Kasey Lowery, 1st Class Power Line Technician, Kaone locklear, 1st Class Power Line Technician, Kimberly Chavis, Member Services Representative, and Kevin Alvarado Deita, Member Services Representative. Carlos Tolentino, 1st Class Power Line Technician and Robbie Brewer, maintenance Mechanic were not able to attend.
3. Nancy Townsend introduced the members of the Lumberton High School Robotics Team. The team members introduced themselves and solicited support for their participation in the First Robotics World Championship to be held in Houston, TX.
4. A MOTION WAS DULY MADE BY SECRETARY ELAINE O. CHAVIS TO APPROVE THE MARCH 17TH, 2026 BOARD MEETING MINUTES AND WAS PROPERLY SECONDED. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN TO APPROVE THE MARCH 19TH, 2026 ANNUAL MEETING COMMITTEE MEETING MINUTES AND WAS PROPERLY SECONDED. THE VOTE WAS CARRIED UNANIMOUSLY.

5. Director of Corporate Safety Mark Walters presented the Safety Report for the month of March 2026. There was one incident reported for the month of March 2026. An employee's finger was pinched while

disconnecting a lowboy trailer from a truck. The supervisor classified the incident as unavoidable and the incident was documented as an OSHA Recordable incident.

A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MARCH 2026 SAFETY REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

6. Secretary Elaine O. Chavis presented the Secretary's Report to the Directors for the Month of March 2026. A MOTION WAS DULY MADE BY BOARD MEMBER ERICE LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MARCH 2026 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 March 2026. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MARCH 2026 TREASURER'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

8. Brian Hardin presented the LREMC Financial Report for March 2026.

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MARCH 2026 ESTATE AND INACTIVE RETIREMENTS.

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

10. CEO Update: Jon T. Locklear, President & CEO of LREMC had no updates.

11. Vice President of Information Technology Craig Davis presented the Cybersecurity Update for the 1st Quarter of 2026. In January of 2026 there were 371 blocked emails from bad recipients, 14,954 blocked from spam, 266 blocked from viruses, 14,866 quarantined and 157,286 that were allowed. In February of 2026 there were 504 blocked emails from bad recipients, 18, 287 blocked from spam, 5 blocked from viruses, 14,384 quarantined and 158,451 that were allowed. In March of 2026 there were 113,497 blocked emails from bad recipients, 12,200 blocked from spam, 9 blocked from viruses, 11,539 quarantined and 131,536 that were allowed.

The Palo Alto Firewall Threat Report showed 150 threats from the United States, 50 from Taiwan, 2 from Pakistan, 7 from Germany, 3 from Panama, and 85 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 January 2026, there were 321 delivered, 67 failed, and 45 reported. In February 2026, there were 690 delivered, 18 failed, and 153 reported. In March 2026, there were 766 delivered, 11 failed, and 174 reported.

12. Chairman Rory Eddings noted matters of interest to Directors to include the following:

- a. All LREMC offices will close in observance of Memorial Day on Monday, May 25, 2026.
- b. LREMC Golf Tournament will be held on Friday, June 5, 2026 at Gates Four Golf & Country Club, Fayetteville, NC.
- c. All LREMC offices will close in observance of Independence Day on Friday, July 3, 2026.

Conference/Meetings/Other:

- a. 2026 Legislative Conference will be held Sunday – Wednesday, April 26 – 29, 2026 in Washington DC.
- b. 2026 Rally in Raleigh will be held Tuesday – Wednesday, May 5 – 6, 2026 in at NC General Assembly, Raleigh, NC (No Per Diem)

Upcoming meetings and Training

- a. Policy Committee Meeting will be held on April 30, 2026 at 5:30pm at the LREMC Main Office, Pembroke, NC.
- b. Finance Committee Meeting will be held May 12, 2026 at 5:30pm at the LREMC Main Office, Pembroke, NC.

- 13. A MOTION WAS DULY MADE BY BOARD MEMBER ERICE LOCKLEAR 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 SECRETARY ELAINE O. CHAVIS AND WAS PROPERLY SECONDED TO LEAVE EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
- 15. A MOTION WAS DULY MADE BY BOARD MEMBER ERICE LOCKLEAR 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. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD APPROVED A WPCA OF .0075 EFFECTIVE MAY 1, 2026. THE VOTE WAS CARRIED UNANIMOUSLY.
 - b. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED DEFERRING ALL FUTURE LOAN REQUESTS FOR ONE YEAR. THE VOTE WAS CARRIED UNANIMOUSLY.
 - c. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED A PARTNERSHIP WITH UNCP FOR A PERIOD OF 6 YEARS. THE VOTE WAS CARRIED UNANIMOUSLY.
 - d. A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED CHANGING THE NAME

OF FACILITY CHARGE ON THE BILLING STATEMENT TO GRID ACCESS FEE AS
SOON AS POSSIBLE. THE VOTE WAS CARRIED UNANIMOUSLY.

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



RORY EDDINGS, CHAIRMAN



ELAINE O. CHAVIS, SECRETARY