

LUMBEE RIVER ELECTRIC MEMBERSHIP CORPORATION
Minutes of the Regular Meeting of the
Board of Directors
December 16, 2025

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, December 16, 2025. Directors present in person were Chairman Rory Eddings, Ronald Anderson, James Hardin, Mary Beth Locklear, Sherry Carter, Treasurer Sharon M. Burnette, Anthony Hunt, Kirk Lowery, Secretary Elaine O. Chavis, Vice Chairman Roger Oxendine, Erice Locklear, Rhonda Goins Dial and Ronald G. Hammonds. Also present were Grady Hunt (virtually) 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 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. Vice President of Information Technology Craig Davis was not present.

The Chairman called the meeting to order and prayer was said by Roger Oxendine.

1. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN 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 EMPLOYEE TO THE BOARD: JONATHAN BATCHELDER, LOGISTICS TECHNICIAN.
3. A MOTION WAS DULY MADE BY BOARD MEMBER ANTHONY HUNT AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE DECEMBER 8, 2025 POLICY COMMITTEE MEETING MINUTES. ALL VOTED IN FAVOR OF APPROVAL EXCEPT FOR BOARD MEMBER RONALD G. HAMMONDS.
4. Director of Corporate Safety Mark Walters presented the Safety Report for the month of November, 2025. There were no incidents reported for the month of November 2025.

A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR WAS PROPERLY SECONDED AND THE BOARD APPROVED THE NOVEMBER 2025 SAFETY REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

5. Secretary Elaine O. Chavis presented the Secretary's Report to the directors for the month of November 2025. A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE NOVEMBER 2025 SECRETARY'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.
6. Treasurer Sharon M. Burnette presented the Treasurer's Report (Form 7) to the directors for the month of November 2025. A MOTION WAS DULY MADE BY Vice Chairman Roger Oxendine AND WAS

PROPERLY SECONDED AND THE BOARD APPROVED THE NOVEMBER 2025 TREASURER'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.

7. Joe Sublett presented the LREMC Financial Report for November 2025.

A MOTION WAS DULY MADE BY Board Member Ronald G. Hammonds AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE NOVEMBER 2025 ESTATE RETIREMENTS. THE VOTE WAS CARRIED UNANIMOUSLY.

8. Jon T. Locklear, President & CEO of LREMC, announced that NCEMC had selected a new CEO. The announcement will come at a later date. Just wanted to highlight some items with Sandhills Utility Services, LLC. They are currently working with Norfolk Naval Yard to provide electrical service in conjunction with Community Electric of Virginia. This would almost double what SUS is currently doing. This opportunity may very well open up other opportunities. They currently have six (6) micro-grids on line at Fort Bragg, are in the process of building two (2) data centers and two (2) nuclear facilities - one mobile and a smaller nuclear facility. Instead of participating in projects, now they are actually managing entire projects. Rivr Tech is looking to work with Camp McCall to potentially provide fiber services. SUS has proven to be a great investment for LREMC.

Just wanted to give notice of some dates that we will be closing to the public. We will close on January 8, 2026 for one-half day of training and have scheduled closings for May 21st and September 24th.

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

- a. All LREMC offices will close in observance of Christmas on Wednesday – Thursday, December 24 – 25, 2025.
- b. All LREMC offices will close in observance of New Year's Day on Thursday, January 1, 2026.
- c. All LREMC offices will close on Monday, January 19, 2026 in observance of Martin Luther King, Jr. Day.

Conference/Meetings/Other:

- d. 2026 Directors Conference will be held on Sunday – Wednesday, January 25 – 28, 2026 in Palm Springs, CA.
- e. 2026 PowerXchange will be held on Friday – Wednesday, March 6 – 11 2026 in Nashville, TN.
- f. 2026 Brighter Future Summit will be held Wednesday – Thursday, April 8 – 9, 2026 at the Raleigh Marriott Crabtree Valley in Raleigh, North Carolina.
- g. 2026 Legislative Conference will be held Sunday – Wednesday, April 26th – 29th, 2026 in Washington DC.

10. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED TO APPROVE THE 2026 DELEGATES TO THE STATE AND NATIONAL ORGANIZATIONS. THE VOTE WAS CARRIED UNANIMOUSLY. (see attached Exhibit "A")

2026 COMMITTEES OF THE BOARD

EXECUTIVE COMMITTEE

Rory Eddings – Chairman
Roger Oxendine – Vice Chairman
Elaine O. Chavis – Secretary
Sharon McNeill Burnette – Treasurer

FINANCE, AUDIT, & BUDGET COMMITTEE

Sharon McNeill Burnette – Chairman
James Hardin
Sherry Carter
Mary Beth Locklear
Rhonda G. Dial

AD HOC COMMITTEES

2026-ANNUAL MEETING COMMITTEE

Mary Beth Locklear
Ronald G. Hammonds
Sharon McNeill Burnette
James Hardin
Tony Hunt

BYLAWS & POLICY COMMITTEE

Roger Oxendine - Chairman
Erica Locklear
Mary Beth Locklear
Ron Anderson
Elaine O. Chavis

TECHNOLOGY COMMITTEE

Kirk Lowery- Chairman
Sherry Carter
Rhonda G. Dial
Tony Hunt
Ronald G. Hammonds

ETHICS COMMITTEE (Policy Bulletin No. 418)

Rory Eddings - Chairman
Elaine O. Chavis
Roger Oxendine
Ronald G. Hammonds
Sharon McNeill Burnette

LOAN & ECONOMIC DEVELOPMENT COMMITTEE

Erica Locklear - Chairman
Roger Oxendine
Ron Anderson
Tony Hunt
James Hardin

CUMBERLAND COUNTY – Clarence Goins
Hoke County – Dwayne Jacobs
Robeson County – Jarette Sampson
Scotland County – David Burns

STATE & NATIONAL ORGANISATIONS

NCAEC DIRECTOR: Jon T. Locklear **NCEMC DIRECTOR:** Jon T. Locklear **TEMA DELEGATE:** Ron Anderson
Erica Locklear
Rory Eddings
(Term Ends Annually in April – NCAEC, NCEMC, & TEMA)

NRTC Delegate: Rhonda G. Dial **CRC, CFC, NCSC & NRECA Delegate:** Sherry Carter
Elaine O. Chavis Ronald G. Hammonds
(Must be able to attend NRECA's PowerXchange)

NCPAC Delegate: James Hardin
Elaine O. Chavis
(2-Year Term Ends – April 2027)

11. 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.
11. A MOTION WAS DULY MADE AND WAS PROPERLY SECONDED TO LEAVE EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
12. 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 BOARD MEMBER RONALD G. HAMMONDS AND WAS PROPERLY SECONDED AND THE BOARD APPROVED AWARDING THE UNDERGROUND ELECTRIC DISTRIBUTION CONSTRUCTION CONTRACT TO DIRECTIONAL SERVICES, INC. FOR THE PERIOD JANUARY 2, 2026 TO DECEMBER 31, 2028.

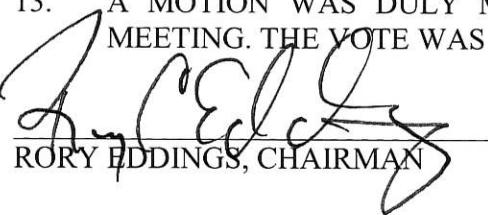
A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD RESOLVED TO APPROVE POLICY BULLETIN NUMBERS 310, 316, 319 AND 503 AND BOARD GOVERNANCE POLICY NUMBERS 424 AND 427, AND AMEND AND APPROVE BOARD GOVERNANCE POLICY NUMBERS 516 AND 521. ALL VOTED IN FAVOR EXCEPT FOR BOARD MEMBERS ANTHONY HUNT, KIRK LOWERY AND RONALD G. HAMMONDS.

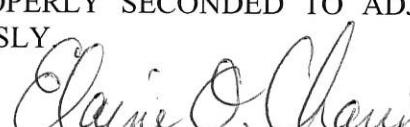
A MOTION WAS DULY MADE BY SECRETARY ELAINE O. CHAVIS AND PROPERLY SECONDED TO APPROVE THE 2026 BUDGET. THOSE VOTING IN FAVOR OF THE BUDGET WERE BOARD MEMBERS: SHERRY CARTER, SECRETARY ELAINE O. CHAVIS, RHONDA GOINS DIAL, JAMES HARDIN, ERICE LOCKLEAR, MARY BETH LOCKLEAR, RONALD ANDERSON. THOSE VOTING AGAINST WERE BOARD MEMBERS: RONALD G. HAMMONDS, ANTHONY HUNT, KIRK LOWERY, VICE CHAIRMAN ROGER OXENDINE AND TREASURER SHARON M. BURNETTE. THE BUDGET PASSED ON A MAJORITY VOTE.

BOARD MEMBER JAMES HARDIN MADE A MOTION TO APPROVE A ROLLING WPCA TO BE EFFECTIVE THE SECOND QUARTER OF 2026. BOARD MEMBERS VOTED IN FAVOR OF THE MOTION FOR THE ROLLING WPCA EXCEPT FOR BOARD MEMBERS RONALD G. HAMMOND AND BOARD MEMBER KIRK LOWERY.

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED TO APPROVE A 3 ½ PERCENT INCREASE IN SALARY EFFECTIVE 2026 FOR THE CEO. ALL OF THE BOARD MEMBERS VOTED IN FAVOR OF THE MOTION EXCEPT FOR BOARD MEMBER RONALD G. HAMMONDS AND BOARD MEMBER KIRK LOWERY.

13. A MOTION WAS DULY MADE AND WAS PROPERLY SECONDED TO ADJOURN THE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY


RORY EDDINGS, CHAIRMAN


ELAINE O. CHAVIS

ELAINE O. CHAVIS, SECRETARY