

LUMBEE RIVER ELECTRIC MEMBERSHIP CORPORATION
Minutes of the Regular Meeting of the
Board of Directors
July 15, 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, July 15, 2025. Directors present in person were Chairman Rory Eddings, Ronald Anderson, James Hardin, Mary Beth Locklear, Sherry Carter, Sharon M. Burnette, Secretary Elaine O. Chavis, Vice Chairman Roger Oxendine, Erice Locklear, Rhonda Goins Dial, and Ronald G. Hammonds. Also present were Grady Hunt representing Hunt & Brooks, the Corporation's general counsel and President and CEO Jonathan T. Locklear. Director Anthony Hunt and Treasurer Kirk Lowery were not present.

Also present were the Executive Assistant Kim Chavis, Chief Financial Officer Daniel Leonard, Vice President of Information Technology Craig Davis, Chief Operating Officer John Dyson, Vice President of Human Resources Marie Hussey, VP of Eng. & Operations Matt Epps, Joshua Locklear Manager of Key Accounts and VP of Member Service & Community Relations Ruby Clark Quick. Director of Corporate Safety Mark Walters was not present.

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

1. A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD ADOPTED THE AGENDA. THE VOTE WAS CARRIED UNANIMOUSLY.
2. A MOTION WAS DULY MADE BY BOARD MEMBER ERICE LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE JUNE 17, 2025 REGULAR BOARD MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MINUTES FOR THE JULY 8, 2025 POLICY COMMITTEE MEETING, EXCEPT AS TO POLICY BULLETIN NO. 512. THE VOTE WAS CARRIED UNANIMOUSLY.

3. Chief Operating Officer John Dyson presented the Safety Report for the month of June, 2025. There were no incidents reported for the month of June, 2025. A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JUNE 2025 SAFETY REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.
4. Secretary Elaine O. Chavis presented the Secretary's Report to the directors for the month of June 2025. A MOTION WAS DULY MADE BY BOARD MEMBER MARY BETH LOCKLEAR AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JUNE 2025 SECRETARY'S REPORT. THE VOTE WAS CARRIED UNANIMOUSLY.
5. Chief Financial Officer Daniel Leonard presented the Treasurer's Report (Form 7) to the directors for the month of June 2025. A MOTION WAS DULY MADE BY BOARD MEMBER RONALD G.

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

6. Chief Financial Officer Daniel Leonard presented the LREMC Financial Report for June 2025.

A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE JUNE 2025 ESTATE RETIREMENTS. THE VOTE WAS CARRIED UNANIMOUSLY.

7. Jon T. Locklear, President & CEO of LREMC introduced Kenan Fellow Sarah Griffin Greene to the Board. Sarah is a K-3 STEM teacher at Rowland Norment Elementary School. Sarah is the first Kenan Fellow at LREMC.

Sarah informed the board that her goal in the fellowship is to learn all about the business model at LREMC and take her experiences in the fellowship and turn it into a learning experience for her students in the Fall.

Sarah informed the board that she had taught 3 years in PSRC and she's one of 29 Kenan Fellows across the state. Sarah informed the board that she plans to have a STEM night in November of this year to discuss and present what she learned through her fellowship.

Jon T. informed the board that the goal was to expose Sarah to aspects of LREMC's operations so she would have an understanding of what goes on both inside and outside at EMC. Jon T. said that he was excited to have her, and thanked Ruby and her team for putting together an itinerary that will expose Sarah to all facets of the cooperative.

Jon T. also informed the board that they had two interns currently working in the marketing department.

Vice President of Information Technology Craig Davis presented the Cybersecurity Update for the 2nd quarter of 2025. In April of 2025 there were 23,249 blocked emails from bad recipients, 5,967 blocked from spam, 253 blocked from viruses, 14,162 quarantined and 232,697 that were allowed. In May of 2025 there were 874 blocked emails from bad recipients, 4,606 blocked from spam, 271 blocked from viruses, 14,045 quarantined and 251,170 that were allowed. In June of 2025 there were 88 blocked emails from bad recipients, 5,406 blocked from spam, 245 blocked from viruses, 14,513 quarantined and 239,239 that were allowed.

The Palo Alto Firewall Threat Report showed 150 threats from the United States, 5 from China, 5 from the Netherlands, 25 from Germany, 3 from Turkey, 50 from France, and 34 from Argentina.

The Phishing Tests sends simulated phishing emails or messages to employees to assess their vulnerability to phishing attacks. The Phishing Tests showed that in April 2025, there were 350 delivered, 15 failed, and 52 reported. In May 2025, there were 352 delivered, 5 failed, and 47 reported. In June 2025, there were 642 delivered, 19 failed, and 92 reported.

NISC hired a remote employee who used stolen identity to obtain a job as a developer on NISC's Mapping and Staking team in 2024. The person was part of a hacking group. The person passed interviews,

programming exercises, a background check, and an E-Verify check. Once NISC discovered the person was part of a hacking group, he was terminated on April 1, 2025. An investigation determined that no member data or sites had been accessed and that no malicious programs had been interjected into any systems. However, during the investigation, potential vulnerabilities were found in NISC's code, which they issued a patch to correct. LREMC has applied the patch.

Vice President of Information Technology Craig Davis also gave a brief update on the new telephone system.

8. A MOTION WAS DULY MADE MY BOARD MEMBER RONALD G. HAMMONDS AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MEMBERS OF THE 2025 NOMINATING COMMITTEE. THE VOTE WAS CARRIED UNANIMOUSLY. (See Exhibit "A" for a list of Committee Members)

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE MEMBERS OF THE 2025 CREDENTIALS & ELECTIONS COMMITTEE. THE VOTE WAS CARRIED UNANIMOUSLY. (See Exhibit "B" for a list of Committee Members)

9. Chairman Rory Eddings noted matters of interest to Directors to include the following:
- a. Chairman John Lowery of the Lumbee Tribe of North Carolina has invited the board members to SATW on July 18, 2025 at 7pm.
 - b. The Nominating Committee Meeting will be held on Monday, August 3, 2025 at 4:00 p.m. at LREMC Headquarters in Pembroke, NC.
 - c. The last day for petitions is Friday, August 15, 2025 at 4:00 p.m.
 - d. The C&E Committee Meeting will be held on Monday, August 18, 2025 at 4:00 p.m. at LREMC Headquarters in Pembroke, NC.
 - e. The Member Engagement & Energy Management EXPO will be held on Saturday, August 23, 2025 from 4:00 p.m. to 8:00 p.m. at LREMC Headquarters in Pembroke, NC.
 - f. All LREMC offices will be closed in observance of Labor Day on Monday, September 1, 2025.
 - g. The official notice for the annual meeting will be mailed on Tuesday, September 23, 2025.
 - h. The Candidate Meeting will be held on Monday, September 23, 2025.
 - i. The LREMC Annual Meeting will be held on Thursday, October 9, 2025, at LREMC Headquarters.

Conference/Meetings/Others:

- j. Summer School for Directors will be held Friday-Tuesday, July 11-15, 2025, at the Cheyenne Mountain Resort, Colorado Springs, CO.

A MOTION WAS DULY MADE BY BOARD MEMBER RONALD G. HAMMONDS AND WAS PROPERLY SECONDED FOR A FINANCE, AUDIT & BUDGET COMMITTEE MEETING ON AUGUST 19, 2025, AT 4:00 P.M. AT LREMC HEADQUARTERS. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED FOR AN ANNUAL MEETING COMMITTEE MEETING TO BE HELD ON JULY 31, 2025, AT 5:30 P.M. AT LREMC HEADQUARTERS. THE VOTE WAS CARRIED UNANIMOUSLY.

10. 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 BY BOARD MEMEBR RONALD G. HAMMONDS TO LEAVE EXECUTIVE SESSION with no dissenting votes, and no further discussion, motion carried.
12. A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE 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:

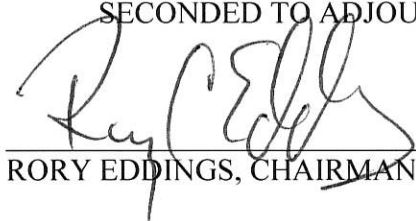
A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE AFFIRMATIVE ACTION PLAN FOR 2025. THE VOTE WAS CARRIED UNANIMOUSLY.

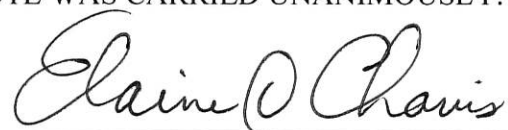
A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE RECOMMENDATION TO RETIRE \$3,500,000.00 IN CAPITAL CREDITS FOR 2025. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED AND THE BOARD APPROVED THE RESOLUTION REQUESTING A MEMBERSHIP LOAN IN THE AMOUNT OF \$1 MILLION FROM NC ELECTRIC MEMBERSHIP CORPORATION. THE VOTE WAS CARRIED UNANIMOUSLY.

A MOTION WAS DULY MADE BY VICE CHAIRMAN ROGER OXENDINE AND THE BOARD RESOLVED TO APPROVE POLICY BULLETIN NUMBERS 305 & 307, AND BOARD GOVERNANCE POLICY NUMBERS 403 & 428 AND AMEND AND APPROVE POLICY BULLETIN NUMBERS 108, 216, 220, & 516, AND AMEND AND APPROVE BOARD GOVERNANCE POLICY NUMBER 406. THE VOTE WAS CARRIED UNANIMOUSLY.

13. A MOTION WAS DULY MADE BY BOARD MEMBER JAMES HARDIN AND WAS PROPERLY SECONDED TO ADJOURN THE MEETING. THE VOTE WAS CARRIED UNANIMOUSLY.


RORY EDDINGS, CHAIRMAN


ELAINE O. CHAVIS, SECRETARY