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To: All Staff Elexicon Energy <AllStaff@elexiconenergy.com<<mailto:AllStaff@elexiconenergy.com>>>

Subject: Greetings from Elexicon Energy's newest addition!

Hello Team,

I'd first like to applaud all of you for so willingly leaning into a period of great change – as two entities become one. As Elexicon Energy's new President and CEO, it's my intention to mirror this same enthusiasm back to you as I, too, embrace a period of change.

In my past experience of leading diverse teams within utility organizations, I've found success to be rooted in open and transparent communication. No one likes to be left in the dark; especially those in the hydro business! This is why I wanted to take a few moments to illuminate the coming months: what I hope to do, when, and with whom.

As a first step, I'll be working to set up a series of meetings with Elexicon Energy's departmental managers and a group of employees appointed by them. My hope is that these meetings will help me better understand your everyday realities, as well as identify any opportunities we've yet to explore as a team – surrounding communication, and otherwise. From there, I plan to execute a summer tour, where I'll meet Elexicon Energy's offsite employees and outside workforce to gather their knowledge and insights as well. Not only will this information position me to be a more knowledgeable, connected, and thoughtful leader, but it will hopefully trickle downward – improving your realities and that of our customers as well. I have also had an opportunity to review the consolidated feedback from the “pick your coffee” sessions, and the winner is (by a narrow margin)...C (donut). I will have more to come shortly on this feedback.

During preliminary conversations with various members of leadership, it's been made clear that there is company-wide renewed passion for our work, the momentum of which I'm excited to leverage as I continue my onboarding process. I am inspired by your tireless efforts, and look forward to connecting with all of you in person: coffee and notepad in hand.

Warmly,

Lesley

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