



Fueling Conversations

June 16, 2020



For the foreseeable future, each week, Fueling Conversations - a message from Dave Bauer, President and CEO of National Fuel - will be delivered to your inbox. If you have recommendations on topics, questions, or comments, please email corpcomm@natfuel.com.

As one of [National Fuel's guiding principles](#), safety is a top priority that underpins all aspects of our operations, and we are committed to building and maintaining a robust safety culture. Across our subsidiaries, this includes adhering to operating practices that safeguard our employees, our customers, and the community.

Last year, our employees participated in DiVal Safety's "Safe 4 the Right Reasons" training program, which focuses on safety at work, home, and beyond. In light of the COVID-19 pandemic, it is more important than ever that we continue this collective commitment across our organization and pursue ongoing improvement to keep our coworkers, customers, families, and friends safe.

As I [mentioned in previous messages](#), all employees must take a quick survey before entering a National Fuel building or worksite. Each day, as part of our daily health and safety protocol, Human Resources reviews the survey results. Surprisingly, several employees have noted illness in their surveys yet still reported to work. We cannot stress enough that if you are sick, please stay home. Our behavior is the number one way we can protect ourselves and others from COVID-19. To stay "Safe 4 the Right Reasons," please remember:

- 1. If you do not feel well, stay home.**
2. Wash your hands frequently with soap and water for 20 seconds. When that's not possible, use hand sanitizer.
3. Continue to practice social distancing.
4. Don't touch your face. If relevant for your job requirements, wear proper personal protective equipment (PPE) to help prevent hand-to-face contact.





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As further evidence of our safety culture, National Fuel's [Supply Chain Team, which was formed in the early stages of the pandemic](#), was recently recognized by the Northeast Gas Association (NGA) as an industry leader for their best practices in planning for and securing hard-to-find PPE and sanitizing supplies needed to ensure a safe and healthy workplace. Evan Crahen, Senior Manager in Purchasing, was recently invited to speak at the NGA Gas Operations School to share our best practices with other Northeast utilities. Thank you to Purchasing, Materials Management, and the Supply Chain Team for their dedication in keeping us "Safe 4 the Right Reasons."

It is the collective sum of National Fuel's many parts that have allowed for business continuity during these last few months. Last week, the [Company announced a 2.3% increase in the dividend](#) on the Company's common stock, raising the annual rate by \$0.04 to \$1.78 per share. National Fuel has paid dividends for 118 consecutive years and has increased its annual dividend for 50 straight years. Our long-standing focus on responsible capital allocation and consolidated returns have kept our balance sheet strong, and we remain committed to returning capital to our shareholders.

While we [announced the earliest return-to-the-office date](#) for those currently telecommuting is Sept. 8, many factors will be considered before we see 100% of the workforce back at the Main Office and 1100 State St. every day, including the ability to provide proper social distancing. Knowing we have a long road ahead, our employees must continue to practice personal and professional safety as we navigate the coronavirus pandemic. Thank you for your continued patience and diligence.

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For more information on Company updates and policies related to COVID-19, please check the InfoNet as well as the [Employee/Retiree Portal](#).