



Fueling Conversations

June 3, 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.

If nothing else, the last 11 weeks have reinforced that every day our actions matter. As a company deeply rooted in the communities where we live and work, we understand the profound mark our actions and words can leave on a person or group of people. The recent, terrible events in Minneapolis, together with too many others occurring within our communities and across our country, are heartbreaking and traumatic. Everyone is touched by these recent events and my thoughts and concern are with you, your families, your neighbors, and our communities. Please know you are not alone and our company is here to support you.

This situation underscores the critical importance of diversity and inclusion. As a company, we are committed - and always have been - to the health and vitality of our local communities where we work, live, and raise our families. It's up to all of us to make positive changes and stand in support of all people. Together, we can build a more fair and just society.

Of course, all of this is happening during, and perhaps being exacerbated by, a global health pandemic. Fortunately, things appear to be moving in the right direction. This past Tuesday, our New York service territory commenced phase II of the re-opening of the economy. As the NFG Pandemic Team continues to focus on your safety and wellbeing, they are carefully monitoring medical and governmental guidelines as well as the COVID-19 impact infection rates within our workgroup and our communities. Telecommuting has been a critical component in keeping our business fully operational and the hard work and dedication of our employees have made this overnight experiment a success. For those employees currently telecommuting, we do not anticipate beginning the process of returning to our workplaces before Sept. 8, 2020 (and even then, we'll only do so if government and health experts advise that it's safe). Based on our current information, all other workgroups will continue with the schedules that are currently in place. Hopefully, this advance guidance will assist you with your planning and care arrangements for family members.

With the continued threat of the coronavirus and conditions that are changing daily, please take the necessary actions to ensure the safety of yourself, your family, and your loved ones. Thank you for all you are doing to support our customers, our communities, and each other.

We will get through this together.