

Statement on the Purpose of a Corporation

Americans deserve an economy that allows each person to succeed through hard work and creativity and to lead a life of meaning and dignity. We believe the free-market system is the best means of generating good jobs, a strong and sustainable economy, innovation, a healthy environment and economic opportunity for all.

Businesses play a vital role in the economy by creating jobs, fostering innovation and providing essential goods and services. Businesses make and sell consumer products; manufacture equipment and vehicles; support the national defense; grow and produce food; provide health care; generate and deliver energy; and offer financial, communications and other services that underpin economic growth.

While each of our individual companies serves its own corporate purpose, we share a fundamental commitment to all of our stakeholders. We commit to:

- Delivering value to our customers. We will further the tradition of American companies leading the way in meeting or exceeding customer expectations.
- Investing in our employees. This starts with compensating them fairly and providing important benefits. It also includes supporting them through training and education that help develop new skills for a rapidly changing world. We foster diversity and inclusion, dignity and respect.
- Dealing fairly and ethically with our suppliers. We are dedicated to serving as good partners to the other companies, large and small, that help us meet our missions.
- Supporting the communities in which we work. We respect the people in our communities and protect the environment by embracing sustainable practices across our businesses.
- Generating long-term value for shareholders, who provide the capital that allows companies to invest, grow and innovate. We are committed to transparency and effective engagement with shareholders.

Each of our stakeholders is essential. We commit to deliver value to all of them, for the future success of our companies, our communities and our country.

Released: August 19, 2019

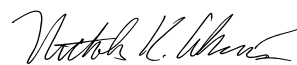
Signatures Updated: September 2019, December 2019, February 2020, April 2020, June 2020, August 2020, September 2020, October 2020 and February 2021.



Kevin J. Wheeler
President & Chief Executive
Officer
A. O. Smith Corporation



Daniel P. Amos
Chairman and CEO
Aflac



Nicholas K. Akins
Chairman, President and CEO
American Electric Power



Robert Ford
President and Chief Executive
Officer
Abbott



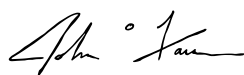
Roger K. Newport
Chief Executive Officer
AK Steel Corporation



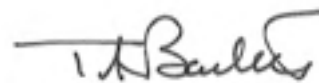
Stephen J. Squeri
Chairman and CEO
American Express



Julie Sweet
Chief Executive Officer
Designate
Accenture



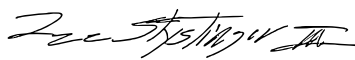
John O. Larsen
Chairman, President & CEO
Alliant Energy



Thomas Bartlett
President and Chief Executive
Officer
American Tower Corporation



Carlos Rodriguez
President and CEO
ADP



Lee Styslinger, III
Chairman & CEO
Altec, Inc.



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Chairman and Chief
Executive Officer
Ameriprise Financial



Mike Burke
Chairman and CEO
AECOM



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Founder and Chief
Executive Officer
Amazon



Steven H. Collis
Chairman, President and
Chief Executive Officer
AmerisourceBergen
Corporation



Andrés Gluski
President and CEO
The AES Corporation



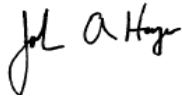
Doug Parker
Chairman & CEO
American Airlines



Gail Koziara Boudreaux
President and CEO
Anthem, Inc.



Greg Case
CEO
Aon



John A. Hayes
Chairman, President
and CEO
Ball Corporation



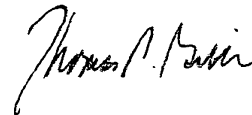
Laurence D. Fink
Chairman and Chief
Executive Officer
BlackRock, Inc.



Tim Cook
CEO
Apple



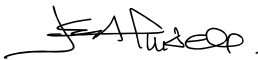
Brian Moynihan
Chairman and CEO
Bank of America



Todd Gibbons
Chief Executive Officer
BNY Mellon



Eric Foss
Chairman, President & CEO
Aramark



José (Joe) E. Almeida
Chairman, President and Chief
Executive Officer
Baxter International Inc.



Frédéric B. Lissalde
President and Chief
Executive Officer
BorgWarner Inc.



Alan B. Colberg
President and CEO
Assurant



Philip Blake
President Bayer USA
Bayer USA



Rich Lesser
CEO
Boston Consulting Group



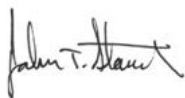
Randall Stephenson
Chairman and Chief Executive
Officer
AT&T Inc.



Brendan P. Bechtel
Chairman & CEO
Bechtel Group, Inc.



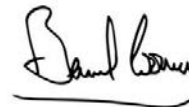
Robert Dudley
Group CEO
BP plc



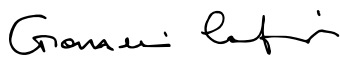
John Stankey
Chief Executive Officer
AT&T Inc.



Corie Barry
Chief Executive Officer
Best Buy Co., Inc.



Bernard Looney
Chief Executive Officer
BP



Giovanni Caforio
Chairman and Chief
Executive Officer
Bristol Myers Squibb



D. James Umpleby III
Chairman and Chief Executive
Officer
Caterpillar, Inc.



Evan G. Greenberg
Chairman & CEO
Chubb



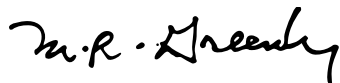
Bob Biesterfeld
President and Chief Executive
Officer
C.H. Robinson Worldwide



Robert E. Sulentic
President & CEO
CBRE Group, Inc.



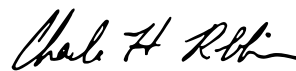
David M. Cordani
President and Chief
Executive Officer
Cigna



Maurice R. Greenberg
Chairman and CEO
C.V. Starr & Co., Inc.



Michael F. Neidorff
Chairman, President, and CEO
Centene Corporation



Chuck Robbins
Chairman and CEO
Cisco Systems, Inc.



Mike Kaufmann
Chief Executive Officer
Cardinal Health



W. Anthony Will
President & Chief
Executive Officer
CF Industries



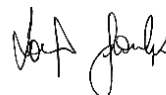
Michael L. Corbat
Chief Executive Officer
Citigroup, Inc.



Kewsong Lee
Co-Chief Executive Officer
The Carlyle Group



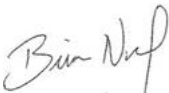
Michael K. Wirth
Chairman and Chief Executive
Officer
Chevron Corporation



Lourenco Goncalves
Chairman, President and
Chief Executive Officer
Cleveland-Cliffs, Inc.



David Gitlin
President and Chief Executive
Officer
Carrier Global Corporation



Brian Niccol
Chairman and Chief Executive
Officer
Chipotle Mexican Grill



Hubertus M. Mühlhäuser
Chief Executive Officer
CNH Industrial



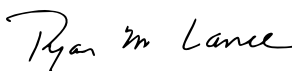
James Quincey
Chairman and Chief
Executive Officer
The Coca-Cola Company



Brian Humphries
Chief Executive Officer
Cognizant



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Chairman & CEO
Comcast Corporation



Ryan M. Lance
Chairman & CEO
ConocoPhillips Company



Wendell P. Weeks
Chairman, Chief Executive
Officer & President
Corning Incorporated



James C. Collins, Jr.
Chief Executive Officer
Corteva Agriscience



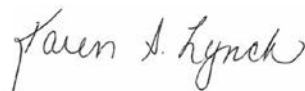
Tom Linebarger
Chairman and CEO
Cummins Inc.



Brett White
Executive Chairman & CEO
Cushman & Wakefield



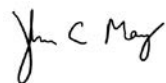
Larry Merlo
President & CEO
CVS Health



Karen S. Lynch
President and Chief Executive
Officer
CVS Health



Hal Yoh
Chair and CEO
Day & Zimmermann



John May
Chief Executive Officer
Deere & Company



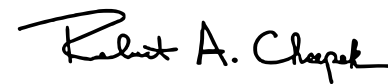
Michael S. Dell
Chairman and CEO
Dell Technologies



Punit Renjen
Global CEO
Deloitte



Ed Bastian
Chief Executive Officer
Delta Air Lines, Inc.



Bob Chapek
Chief Executive Officer
The Walt Disney Company



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Chairman and Chief Executive
Officer
Dow



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Chairman, President & CEO
Duke Energy



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CEO
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Eli Lilly and Company



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Chief Executive Officer
Flex



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DXC Technology



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Officer
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Carlos M. Hernandez
Chief Executive Officer
Fluor Corporation



Mike Salvino
President and Chief Executive
Officer
DXC Technology



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President and CEO
Ford Motor Company



Mark J. Costa
Chairman and CEO
Eastman Chemical Company



Carmine Di Sibio
Global Chairman & CEO
EY



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President and Chief Executive
Officer
Ford Motor Company



Craig Arnold
Chairman and CEO
EATON



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Chairman & CEO
FedEx Corporation



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Executive Chairman & CEO
Fox Corporation



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President & CEO
Edison International



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Chairman, President & CEO
FIS



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Chief Executive Officer
Freeport-McMoRan Inc.



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Chief Executive Officer
Gap Inc.



Andrew J. McMahon
Chief Executive Officer and
President
The Guardian Life Insurance
Company of America



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Honeywell



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Chairman and CEO
General Dynamics Corporation



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Hanesbrands Inc.



Enrique Lores
President and CEO
HP Inc.



Mary Barra
Chairman & CEO
General Motors Company



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Hanesbrands Inc.



Bruce Broussard
President and CEO
Humana Inc.



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Chairman and Chief
Executive Officer
The Goldman Sachs Group, Inc



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President and Chief Executive
Officer
HARMAN International



Mike Petters
President and Chief Executive
Officer
Huntington Ingalls Industries



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Interim CEO
Grant Thornton LLP



Steven R. Swartz
President and CEO
HEARST Corporation



Arvind Krishna
Chief Executive Officer
IBM Corporation



Deanna M. Mulligan
President and CEO
Guardian Life Insurance
Company of America



Craig Menear
Chairman, CEO and President
The Home Depot



Ginni Rometty
Chairman, President, and
Chief Executive Officer
IBM Corporation

Charles Phillips
Chief Executive Officer
Infor

Samuel R. Allen
Chairman and CEO
John Deere

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CEO and Chairman of the
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Chief Executive Officer
Intel Corporation

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Chairman of the Board and
Chief Executive Officer
Johnson & Johnson

Michael Hsu
Chairman of the Board and
Chief Executive Officer
Kimberly-Clark

Mark S. Sutton
Chairman and CEO
International Paper Co.

George R. Oliver
Chairman and CEO
Johnson Controls

Bill Thomas
Global Chairman and CEO
KPMG LLP

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Chairman and Chief
Executive Officer
Interpublic Group

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Chairman and CEO
JPMorgan Chase & Co.

Lynne M. Doughtie
Chairman and CEO
KPMG LLP

Linda H. Apsey
President & CEO
ITC Holdings Corp.

Beth E. Mooney
Chairman & CEO
KeyCorp

William M. Brown
Chairman & Chief
Executive Officer
L3Harris Technologies, Inc.

Steve Demetriou
Chair and CEO
Jacobs

Christopher M. Gorman
Chairman, Chief Executive
Officer, and President
KeyCorp

Beth E. Ford
President and CEO
Land O'Lakes, Inc.



Roger A. Krone
Chairman and Chief
Executive Officer
Leidos



Mark Trudeau
President and CEO
Mallinckrodt Pharmaceuticals



Ajay Banga
President & CEO
Mastercard



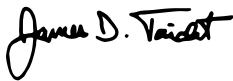
Stuart Miller
Executive Chairman
Lennar Corporation



Lee M. Tillman
Chairman, President and CEO
Marathon Oil Corporation



Ynon Kreiz
Chairman and Chief
Executive Officer
Mattel, Inc.



James D. Taiclet
President and Chief
Executive Officer
Lockheed Martin
Corporation



Gary R. Heminger
Chairman and CEO
Marathon Petroleum
Corporation



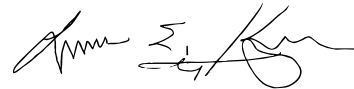
Chris Kempczinski
President and CEO
McDonald's



Marillyn A. Hewson
Chairman, President and CEO
Lockheed Martin Corporation



Michael Hennigan
President and CEO
Marathon Petroleum
Corporation



Lawrence E. Kurzius
Chairman, President and CEO
McCormick and Company, Inc.



Bhavesh V. (Bob) Patel
Chief Executive Officer
LyondellBasell Industries



Arne M. Sorenson
President and Chief
Executive Officer
Marriott International, Inc.



Brian Tyler
Chief Executive Officer
McKesson Corporation



Jeff Gennette
Chairman & Chief
Executive Officer
Macy's, Inc.



Roger W. Crandall
Chairman, President & Chief
Executive Officer
MassMutual



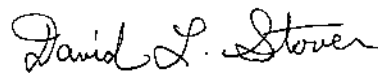
Kevin Sneader
Global Managing Partner
McKinsey & Company



Geoffery S. Martha
Chief Executive Officer
Medtronic, Inc.



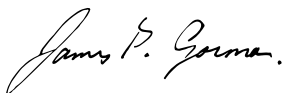
Raymond McDaniel Jr.
President and Chief Executive
Officer
Moody's



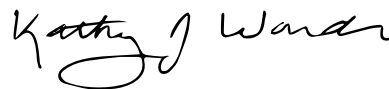
David L. Stover
Chairman and CEO
Noble Energy, Inc.



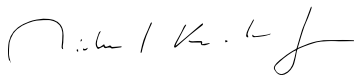
Omar Ishrak
Chairman & CEO
Medtronic plc



James P. Gorman
Chairman & CEO
Morgan Stanley



Kathy Warden
Chairman, Chief Executive
Officer and President
Northrop Grumman
Corporation



Michel Khalaf
President & Chief
Executive Officer
MetLife



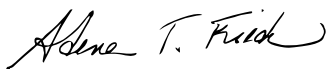
Greg Brown
Chairman & CEO
Motorola Solutions



Steve Fisher
President & CEO
Novelis



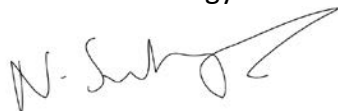
Sanjay Mehrotra
President & CEO
Micron Technology



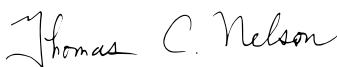
Adena T. Friedman
President and CEO
Nasdaq



Mauricio Gutierrez
President & CEO
NRG Energy, Inc.



Satya Nadella
Chief Executive Officer
Microsoft Corporation



Thomas C. Nelson
Chairman, President & CEO
National Gypsum Company



Safra Catz
CEO
Oracle



Ken Moelis
Chairman & CEO
Moelis & Company



Ted Mathas
Chairman, President and CEO
New York Life Insurance Co.



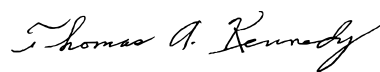
Brian Chambers
President and Chief
Executive Officer
Owens Corning



Dan Shulman
President and Chief Executive
Officer
PayPal, Inc.



David S. Taylor
Chairman of the Board,
President and Chief
Executive Officer
The Procter & Gamble
Company



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Chairman & CEO
Raytheon Company



Ramon Laguarta
Chairman and CEO
PepsiCo



Tricia Griffith
President & CEO
The Progressive Corporation



Blake D. Moret
Chairman and Chief
Executive Officer
Rockwell Automation



Dr. Albert Bourla
Chief Executive Officer
Pfizer Inc.



Bob Moritz
Chairman
PwC



Neil Hunn
President and Chief
Executive Officer
Roper Technologies, Inc.



Greg C. Garland
Chairman and CEO
Phillips 66



Steve Mollenkopf
Chief Executive Officer
Qualcomm Incorporated



Douglas L. Peterson
President and CEO
S&P Global



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President and Chief Executive
Officer
Pitney Bowes



Earl C. Austin, Jr.
President and Chief
Executive Officer
Quanta Services



Marc Benioff
Chair & Chief Executive
Officer
Salesforce



Daniel J. Houston
Chairman, President
and CEO
Principal



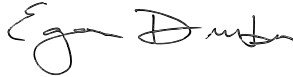
Gregory J. Hayes
Chief Executive Officer
Raytheon Technologies
Corporation



Keith Block
Co-CEO
Salesforce



Christian Klein
Chief Executive Officer
SAP



Egon Durban
Silver Lake



Kevin Lobo
Chairman & CEO
Stryker



Bill McDermott
Chief Executive Officer
SAP



Stewart Butterfield
Co-Founder and Chief
Executive Officer
Slack Technologies, Inc.



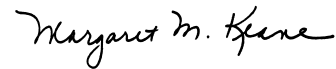
John F. Fish
Chairman & CEO
Suffolk



Jim Goodnight
CEO
SAS Institute



Thomas A. Fanning
Chairman, President
and CEO
Southern Company



Margaret M. Keane
Chief Executive Officer and
Member of the Board of
Directors
Synchrony



Tamara L. Lundgren
President and Chief Executive
Officer
Schnitzer Steel Industries, Inc.



James M. Loree
President & Chief Executive
Officer
Stanley Black & Decker



Brian Cornell
Chairman & CEO
Target



Jeffrey W. Martin
Chairman & CEO
Sempra Energy



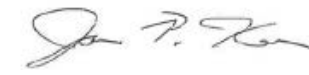
Michael L. Tipsord
Chairman, President & Chief
Executive Officer
State Farm



Russell K. Girling
President and Chief
Executive Officer
TC Energy



Lisa Davis
CEO
Siemens Corporation USA



James P. Keane
President and CEO
Steelcase Inc.



LeRoy T. Carlson, Jr.
CEO
Telephone & Data Systems,
Inc.



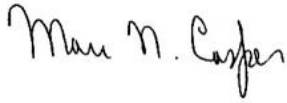
Richard K. Templeton
Chairman, President and
Chief Executive Officer
Texas Instruments
Incorporated



M. Troy Woods
Chairman, President & CEO
TSYS



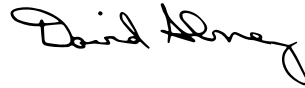
Carol Tomé
Chief Executive Officer
UPS



Marc N. Casper
Chairman, President and Chief
Executive Officer
Thermo Fisher Scientific



Peter J. Davoren
President & CEO
Turner Construction Co.



David Abney
Chairman and Chief
Executive Officer
UPS



Rob Speyer
President & CEO
Tishman Speyer



Lance M. Fritz
Chairman, President & CEO
Union Pacific



Stuart Parker
CEO
USAA



Hal Lawton
President and Chief Executive
Officer
Tractor Supply Company



Scott Kirby
Chief Executive Officer
United Airlines



Wayne Peacock
President and Chief
Executive Officer
USAA



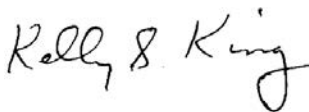
Alan D. Schnitzer
Chairman and Chief
Executive Officer
The Travelers Companies Inc.



Oscar Munoz
Chief Executive Officer
United Airlines



Mortimer J. Buckley
Chairman & CEO
Vanguard



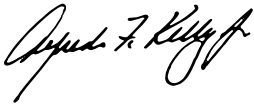
Kelly S. King
Chairman and Chief Executive
Officer
Truist Financial Corporation



Gregory J. Hayes
Chairman & CEO
United Technologies
Corporation



Scott G. Stephenson
Chairman, President and
Chief Executive Officer
Verisk Analytics



Alfred F. Kelly, Jr.
Chairman and Chief Executive
Officer
Visa Inc.



John J. Engel
Chairman, President and CEO
WESCO International, Inc.



Aneel Bhusri
Co-Founder & CEO
Workday, Inc.



Robert F. Smith
Founder, Chairman and CEO
Vista Equity Partners



Hikmet Ersek
Chief Executive Officer
Western Union



Michael J. Kasbar
Chairman, President and
CEO
World Fuel Services
Corporation



Curt Morgan
President & CEO
Vistra Energy



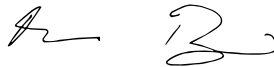
John F. Barrett
Chairman, President & CEO
Western & Southern Financial
Group



Jim Kavanaugh
CEO
World Wide Technology



Stefano Pessina
Executive Vice Chairman
and CEO
Walgreens Boots Alliance



Marc Bitzer
Chairman and Chief
Executive Officer
Whirlpool Corporation



John Visentin
Vice Chairman and Chief
Executive Officer
Xerox Corporation



Doug McMillon
President and CEO
Walmart, Inc.



Alan S. Armstrong
President and Chief Executive
Officer
The Williams Companies, Inc.



Patrick Decker
President and CEO
Xylem Inc.



Charles W. Scharf
Chief Executive Officer and
President
Wells Fargo



Abidali Z. Neemuchwala
CEO & Managing Director
Wipro Limited



Anders Gustafsson
Chief Executive Officer
Zebra Technologies
Corporation

A handwritten signature in black ink, appearing to read 'Kristin Peck', with a long horizontal line extending to the right.

Kristin Peck
Chief Executive Officer
Zoetis Inc.

A handwritten signature in black ink, appearing to read 'Michael Roman', with a long horizontal line extending to the right.

Michael Roman
Chairman of the Board and
Chief Executive Officer
3M