

### **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.

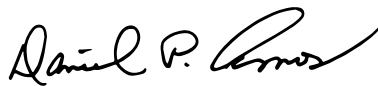
Each of our stakeholders is essential. We commit to deliver value to all of them, for the future success of our companies, our communities and our country.

Released: August 19, 2019

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



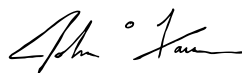
Roger K. Newport  
Chief Executive Officer  
AK Steel Corporation



Stephen J. Squeri  
Chairman and CEO  
American Express



Julie Sweet  
Chief Executive Officer  
Designate  
Accenture



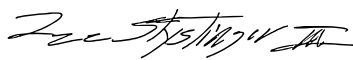
John O. Larsen  
Chairman, President & CEO  
Alliant Energy



Thomas Bartlett  
President and Chief Executive  
Officer  
American Tower Corporation



Carlos Rodriguez  
President and CEO  
ADP



Lee Styslinger, III  
Chairman & CEO  
Altec, Inc.



James M. Cracchiolo  
Chairman and Chief  
Executive Officer  
Ameriprise Financial



Mike Burke  
Chairman and CEO  
AECOM



Jeffrey P. Bezos  
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



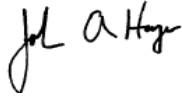
Doug Parker  
Chairman & CEO  
American Airlines



Gail Koziara Boudreaux  
President and CEO  
Anthem, Inc.



Greg Case  
CEO  
Aon



John A. Hayes  
Chairman, President  
and CEO  
Ball Corporation



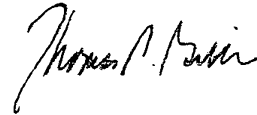
Laurence D. Fink  
Chairman and Chief  
Executive Officer  
BlackRock, Inc.



Tim Cook  
CEO  
Apple



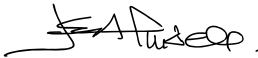
Brian Moynihan  
Chairman and CEO  
Bank of America



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



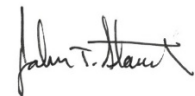
Randall Stephenson  
Chairman and Chief Executive  
Officer  
AT&T Inc.



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.



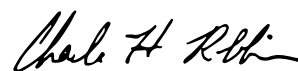
David M. Cordani  
President and Chief  
Executive Officer  
Cigna



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



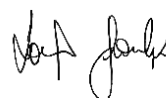
Michael L. Corbat  
Chief Executive Officer  
Citigroup, Inc.



Kewsong Lee  
Co-Chief Executive Officer  
The Carlyle Group



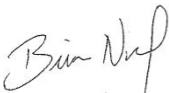
Michael K. Wirth  
Chairman and Chief Executive  
Officer  
Chevron Corporation



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



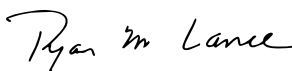
James Quincey  
Chairman and Chief  
Executive Officer  
The Coca-Cola Company



Brian Humphries  
Chief Executive Officer  
Cognizant



Brian L. Roberts  
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



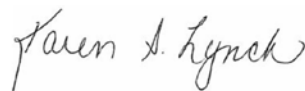
Tom Linebarger  
Chairman and CEO  
Cummins Inc.



Brett White  
Executive Chairman & CEO  
Cushman & Wakefield



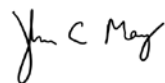
Larry Merlo  
President & CEO  
CVS Health



Karen S. Lynch  
President and Chief Executive  
Officer  
CVS Health



Hal Yoh  
Chair and CEO  
Day & Zimmermann



John May  
Chief Executive Officer  
Deere & Company



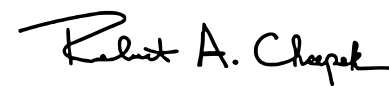
Michael S. Dell  
Chairman and CEO  
Dell Technologies



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  
DuPont de Nemours, Inc.



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Officer  
Eli Lilly and Company



Revathi Advaiti  
Chief Executive Officer  
Flex



JM Lawrie  
Chairman, President, and CEO  
DXC Technology




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President and Chief Executive  
Officer  
Exelon Corporation



Carlos M. Hernandez  
Chief Executive Officer  
Fluor Corporation



Mike Salvino  
President and Chief Executive  
Officer  
DXC Technology



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Chairman and CEO  
Exxon Mobil Corporation



James P. Hackett  
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



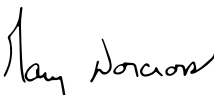
Frederick W. Smith  
Chairman & CEO  
FedEx Corporation



Lachlan K. Murdoch  
Executive Chairman & CEO  
Fox Corporation



Pedro J. Pizarro  
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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Chairman and CEO  
Honeywell



Phebe Novakovic  
Chairman and CEO  
General Dynamics Corporation



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CEO  
Hanesbrands Inc.



Enrique Lores  
President and CEO  
HP Inc.



Mary Barra  
Chairman & CEO  
General Motors Company



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Chief Executive Officer  
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



Bradley J. Preber  
Interim CEO  
Grant Thornton LLP



Steven R. Swartz  
President and CEO  
HEARST Corporation



Arvind Krishna  
Chief Executive Officer  
IBM Corporation



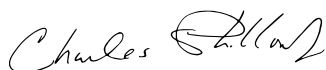
Deanna M. Mulligan  
President and CEO  
Guardian Life Insurance  
Company of America



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



Steve Demetriou  
Chair and CEO  
Jacobs



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



Patrick Gelsinger  
Chief Executive Officer  
Intel



Samuel R. Allen  
Chairman and CEO  
John Deere



Bruce E. Grewcock  
CEO and Chairman of the  
Board  
Kiewit Corporation



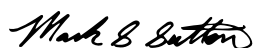
Robert H. Swan  
Chief Executive Officer  
Intel Corporation



Alex Gorsky  
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



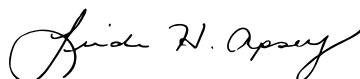
Michael I. Roth  
Chairman and Chief  
Executive Officer  
Interpublic Group



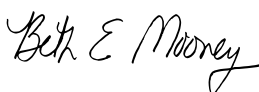
Jamie Dimon  
Chairman and CEO  
JPMorgan Chase & Co.



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.





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President and CEO  
Land O'Lakes, Inc.



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



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



Roger A. Krone  
Chairman and Chief  
Executive Officer  
Leidos



Mark Trudeau  
President and CEO  
Mallinckrodt Pharmaceuticals



Michael Miebach  
Chief Executive Officer  
Mastercard



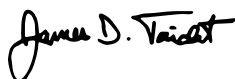
Stuart Miller  
Executive Chairman  
Lennar Corporation



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



Ajay Banga  
President & CEO  
Mastercard



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



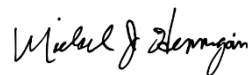
Gary R. Heminger  
Chairman and CEO  
Marathon Petroleum  
Corporation



Ynon Kreiz  
Chairman and Chief  
Executive Officer  
Mattel, Inc.



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



Michael Hennigan  
President and CEO  
Marathon Petroleum  
Corporation



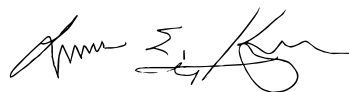
Chris Kempczinski  
President and CEO  
McDonald's



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



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



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



Brian Tyler  
Chief Executive Officer  
McKesson Corporation



Bob Sternfels  
Global Managing Partner  
McKinsey & Company



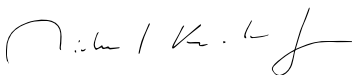
Kevin Sneader  
Global Managing Partner  
McKinsey & Company



Geoffery S. Martha  
Chief Executive Officer  
Medtronic, Inc.



Omar Ishrak  
Chairman & CEO  
Medtronic plc



Michel Khalaf  
President & Chief  
Executive Officer  
MetLife



Sanjay Mehrotra  
President & CEO  
Micron Technology



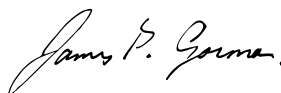
Satya Nadella  
Chief Executive Officer  
Microsoft Corporation



Ken Moelis  
Chairman & CEO  
Moelis & Company



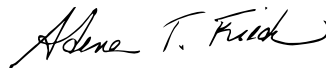
Raymond McDaniel Jr.  
President and Chief  
Executive Officer  
Moody's



James P. Gorman  
Chairman & CEO  
Morgan Stanley



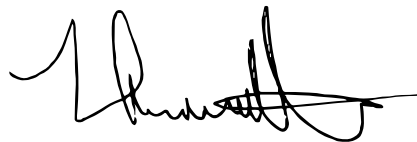
Greg Brown  
Chairman & CEO  
Motorola Solutions



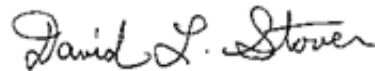
Adena T. Friedman  
President and CEO  
Nasdaq



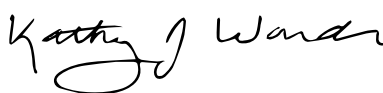
Thomas C. Nelson  
Chairman, President & CEO  
National Gypsum Company



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



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



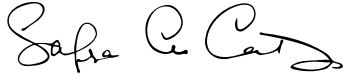
Kathy Warden  
Chairman, Chief Executive  
Officer and President  
Northrop Grumman  
Corporation



Steve Fisher  
President & CEO  
Novelis



Mauricio Gutierrez  
President & CEO  
NRG Energy, Inc.




Safran Catz  
CEO  
Oracle



Brian Chambers  
President and Chief Executive  
Officer  
Owens Corning



Dan Schulman  
President and Chief Executive  
Officer  
PayPal, Inc.



Ramon Laguarta  
Chairman and CEO  
PepsiCo



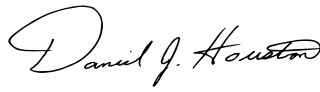
Dr. Albert Bourla  
Chief Executive Officer  
Pfizer Inc.



Greg C. Garland  
Chairman and CEO  
Phillips 66



Marc B. Lautenbach  
President and Chief Executive  
Officer  
Pitney Bowes



Daniel J. Houston  
Chairman, President  
and CEO  
Principal



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



Tricia Griffith  
President & CEO  
The Progressive Corporation



Bob Moritz  
Chairman  
PwC



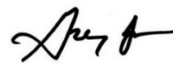
Steve Mollenkopf  
Chief Executive Officer  
Qualcomm Incorporated



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



Thomas A. Kennedy  
Chairman & CEO  
Raytheon Company



Gregory J. Hayes  
Chief Executive Officer  
Raytheon Technologies  
Corporation



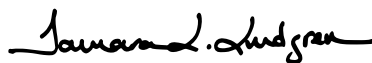
Blake D. Moret  
Chairman and Chief  
Executive Officer  
Rockwell Automation



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



Douglas L. Peterson  
President and CEO  
S&P Global



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




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



Marc Benioff  
Chair & Chief Executive Officer  
Salesforce



Jeffrey W. Martin  
Chairman & CEO  
Sempra Energy



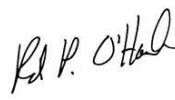
Kevin Johnson  
President and Chief Executive  
Officer  
Starbucks Corporation



Keith Block  
Co-CEO  
Salesforce



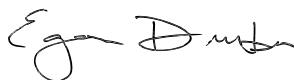
Lisa Davis  
CEO  
Siemens Corporation USA



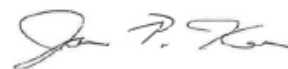
Ronald P. O'Hanley  
Chairman and Chief  
Executive Officer  
State Street Corporation



Christian Klein  
Chief Executive Officer  
SAP




Egon Durban  
Silver Lake



James P. Keane  
President and CEO  
Steelcase Inc.



Bill McDermott  
Chief Executive Officer  
SAP



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



Kevin Lobo  
Chairman & CEO  
Stryker



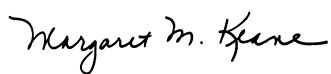
Jim Goodnight  
CEO  
SAS Institute



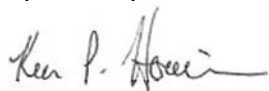
Thomas A. Fanning  
Chairman, President  
and CEO  
Southern Company



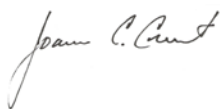
John F. Fish  
Chairman & CEO  
Suffolk



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



Kevin P. Hourican  
President and Chief Executive  
Officers  
Sysco Corporation



Joanne Crevoiserat  
Chief Executive Officer  
Tapestry, Inc.



Brian Cornell  
Chairman & CEO  
Target



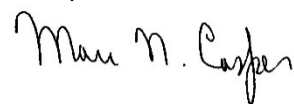
Russell K. Girling  
President and Chief  
Executive Officer  
TC Energy



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



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



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



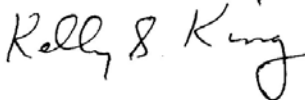
Rob Speyer  
President & CEO  
Tishman Speyer



Hal Lawton  
President and Chief Executive  
Officer  
Tractor Supply Company



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



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



M. Troy Woods  
Chairman, President & CEO  
TSYS



Peter J. Davoren  
President & CEO  
Turner Construction Co.



Lance M. Fritz  
Chairman, President & CEO  
Union Pacific



Scott Kirby  
Chief Executive Officer  
United Airlines



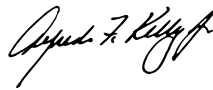
Oscar Munoz  
Chief Executive Officer  
United Airlines



Gregory J. Hayes  
Chairman & CEO  
United Technologies  
Corporation



Carol Tomé  
Chief Executive Officer  
UPS



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



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



David Abney  
Chairman and Chief Executive  
Officer  
UPS



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



Hikmet Ersek  
Chief Executive Officer  
Western Union



Stuart Parker  
CEO  
USAA



Curt Morgan  
President & CEO  
Vistra Energy



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



Wayne Peacock  
President and Chief Executive  
Officer  
USAA



Stefano Pessina  
Executive Vice Chairman  
and CEO  
Walgreens Boots Alliance



Marc Bitzer  
Chairman and Chief  
Executive Officer  
Whirlpool Corporation



Mortimer J. Buckley  
Chairman & CEO  
Vanguard



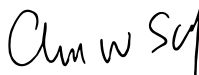
Doug McMillon  
President and CEO  
Walmart, Inc.



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



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



Charles W. Scharf  
Chief Executive Officer and  
President  
Wells Fargo



Abidali Z. Neemuchwala  
CEO & Managing Director  
Wipro Limited



Aneel Bhusri  
Co-Founder & CEO  
Workday, Inc.



Anders Gustafsson  
Chief Executive Officer  
Zebra Technologies  
Corporation



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



Kristin Peck  
Chief Executive Officer  
Zoetis Inc.



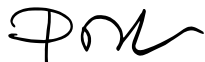
Jim Kavanaugh  
CEO  
World Wide Technology



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



John Visentin  
Vice Chairman and Chief  
Executive Officer  
Xerox Corporation



Patrick Decker  
President and CEO  
Xylem Inc.



David Gibbs  
Chief Executive Officer  
Yum! Brands, Inc.

