

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.

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



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



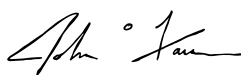
Roger K. Newport
Chief Executive Officer
AK Steel Corporation



Stephen J. Squeri
Chairman and CEO
American Express



Julie Sweet
Chief Executive Officer
Designate
Accenture



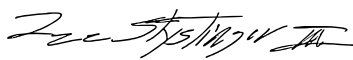
John O. Larsen
Chairman, President & CEO
Alliant Energy



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



Jeffrey P. Bezos
Founder and Chief
Executive Officer
Amazon



Gail Koziara Boudreaux
President and CEO
Anthem, Inc.



Andrés Gluski
President and CEO
The AES Corporation



Doug Parker
Chairman & CEO
American Airlines



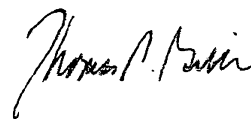
Greg Case
CEO
Aon



Tim Cook
CEO
Apple



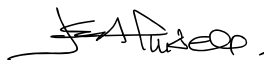
Brian Moynihan
Chairman and CEO
Bank of America



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



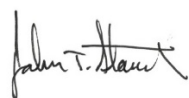
Randall Stephenson
Chairman and Chief
Executive Officer
AT&T Inc.



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



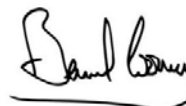
Robert Dudley
Group CEO
BP plc



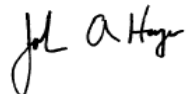
John Stankey
Chief Executive Officer
AT&T Inc.



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



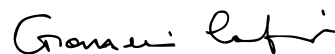
Bernard Looney
Chief Executive Officer
BP



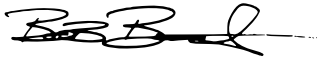
John A. Hayes
Chairman, President
and CEO
Ball Corporation



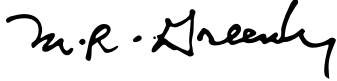
Laurence D. Fink
Chairman and Chief
Executive Officer
BlackRock, Inc.



Giovanni Caforio
Chairman and Chief
Executive Officer
Bristol Myers Squibb



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President and Chief
Executive Officer
C.H. Robinson Worldwide



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Chairman and CEO
C.V. Starr & Co., Inc.



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The Carlyle Group



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President and Chief
Executive Officer
Carrier Global Corporation



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Chairman and Chief
Executive Officer
Caterpillar, Inc.



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President & CEO
CBRE Group, Inc.



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Chairman, President, and CEO
Centene Corporation



W. Anthony Will
President & Chief
Executive Officer
CF Industries



Michael K. Wirth
Chairman and Chief Executive
Officer
Chevron Corporation



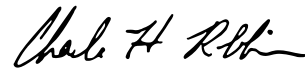
Brian Niccol
Chairman and Chief Executive
Officer
Chipotle Mexican Grill



Evan G. Greenberg
Chairman & CEO
Chubb



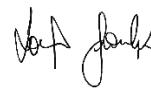
David M. Cordani
President and Chief
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Cigna



Chuck Robbins
Chairman and CEO
Cisco Systems, Inc.



Michael L. Corbat
Chief Executive Officer
Citigroup, Inc.



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Executive Officer
Cleveland-Cliffs, Inc.



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Chief Executive Officer
CNH Industrial



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Chairman and Chief
Executive Officer
The Coca-Cola Company



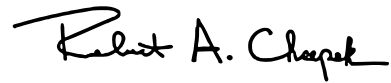
Brian Humphries
Chief Executive Officer
Cognizant



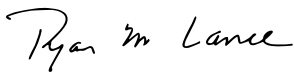
Brian L. Roberts
Chairman & CEO
Comcast Corporation



Larry Merlo
President & CEO
CVS Health



Bob Chapek
Chief Executive Officer
The Walt Disney Company



Ryan M. Lance
Chairman & CEO
ConocoPhillips Company



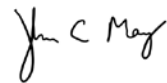
Hal Yoh
Chair and CEO
Day & Zimmermann



Jim Fitterling
Chief Executive Officer
Dow



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Chairman, Chief Executive
Officer & President
Corning Incorporated



John May
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Deere & Company



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Duke Energy



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Corteva Agriscience



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DXC Technology



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Cushman & Wakefield



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Mike Salvino
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Carmine Di Sibio
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EY



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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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Edison International



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FIS



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Eli Lilly and Company



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Flex



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Chief Executive Officer
Fluor Corporation



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General Dynamics Corporation



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Chairman & CEO
General Motors Company



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President and CEO
HEARST Corporation



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Chairman, President, and Chief
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IBM Corporation



Bradley J. Preber
Interim CEO
Grant Thornton LLP



Craig Menear
Chairman, CEO and President
The Home Depot



Arvind Krishna
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IBM Corporation



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President and CEO
Guardian Life Insurance
Company of America



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Chairman and CEO
Honeywell



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Chief Executive Officer
Infor



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Hanesbrands Inc.



Enrique Lores
President and CEO
HP Inc.



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Intel Corporation



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Chief Executive Officer
Hanesbrands Inc.



Bruce Broussard
President and CEO
Humana Inc.



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Chairman and CEO
International Paper Co.



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HARMAN International



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Officer
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Officer
Interpublic Group



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ITC Holdings Corp.

Beth E. Mooney
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KeyCorp



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Executive Officer
L3Harris Technologies, Inc.



Steve Demetriou
Chair and CEO
Jacobs



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Officer, and President
KeyCorp



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President and CEO
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Samuel R. Allen
Chairman and CEO
John Deere



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CEO and Chairman of the
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Executive Officer
Leidos



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Chairman of the Board
and Chief Executive
Officer
Johnson & Johnson



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Chairman of the Board and
Chief Executive Officer
Kimberly-Clark



Stuart Miller
Executive Chairman
Lennar Corporation



George R. Oliver
Chairman and CEO
Johnson Controls



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Lockheed Martin Corporation



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Chairman and CEO
JPMorgan Chase & Co.



Lynne M. Doughtie
Chairman and CEO
KPMG LLP



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



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



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Marriott International, Inc.



Kevin Snader
Global Managing Partner
McKinsey & Company



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Executive Officer
Macy's, Inc.



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



Geoffery S. Martha
Chief Executive Officer
Medtronic, Inc.



Mark Trudeau
President and CEO
Mallinckrodt Pharmaceuticals



Ajay Banga
President & CEO
Mastercard



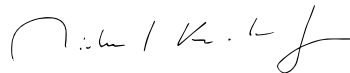
Omar Ishrak
Chairman & CEO
Medtronic plc



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



Ynon Kreiz
Chairman and Chief
Executive Officer
Mattel, Inc.



Michel Khalaf
President & Chief
Executive Officer
MetLife



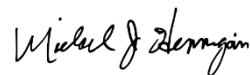
Gary R. Heminger
Chairman and CEO
Marathon Petroleum
Corporation



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



Sanjay Mehrotra
President & CEO
Micron Technology



Michael Hennigan
President and CEO
Marathon Petroleum
Corporation



Brian Tyler
Chief Executive Officer
McKesson Corporation



Satya Nadella
Chief Executive Officer
Microsoft Corporation

Ken Moelis
Chairman & CEO
Moelis & Company

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

Brian Chambers
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Officer
Owens Corning

Raymond McDaniel Jr.
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Officer
Moody's

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Dan Shulman
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Officer
PayPal, Inc.

James P. Gorman
Chairman & CEO
Morgan Stanley

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

Ramon Laguarta
Chairman and CEO
PepsiCo

Greg Brown
Chairman & CEO
Motorola Solutions

Steve Fisher
President & CEO
Novelis

Dr. Albert Bourla
Chief Executive Officer
Pfizer Inc.

Adena T. Friedman
President and CEO
Nasdaq

Mauricio Gutierrez
President & CEO
NRG Energy, Inc.

Greg C. Garland
Chairman and CEO
Phillips 66

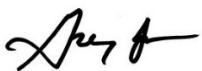
Thomas C. Nelson
Chairman, President & CEO
National Gypsum Company

Safra Catz
CEO
Oracle

Marc B. Lautenbach
President and Chief Executive
Officer
Pitney Bowes



Daniel J. Houston
Chairman, President
and CEO
Principal



Gregory J. Hayes
Chief Executive Officer
Raytheon Technologies
Corporation



Christian Klein
Chief Executive Officer
SAP



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



Thomas A. Kennedy
Chairman & CEO
Raytheon Company

Bill McDermott
Chief Executive Officer
SAP



Tricia Griffith
President & CEO
Progressive Corporation



Blake D. Moret
Chairman and Chief
Executive Officer
Rockwell Automation



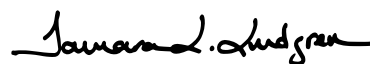
Jim Goodnight
CEO
SAS Institute



Bob Moritz
Chairman
PwC



Douglas L. Peterson
President and CEO
S&P Global



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



Steve Mollenkopf
Chief Executive Officer
Qualcomm Incorporated



Marc Benioff
Chair & Chief Executive
Officer
Salesforce



Jeffrey W. Martin
Chairman & CEO
Sempra Energy



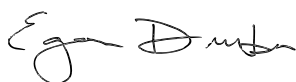
Earl C. Austin, Jr.
President and Chief
Executive Officer
Quanta Services



Keith Block
Co-CEO
Salesforce



Lisa Davis
CEO
Siemens Corporation USA



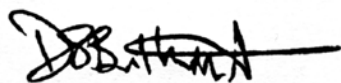
Egon Durban
Silver Lake



Kevin Lobo
Chairman & CEO
Stryker



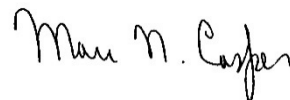
Richard K. Templeton
Chairman, President and
Chief Executive Officer
Texas Instruments
Incorporated



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



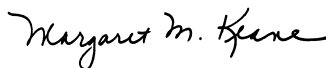
John F. Fish
Chairman & CEO
Suffolk



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



Thomas A. Fanning
Chairman, President
and CEO
Southern Company



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



Rob Speyer
President & CEO
Tishman Speyer



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



Brian Cornell
Chairman & CEO
Target



Hal Lawton
President and Chief Executive
Officer
Tractor Supply Company



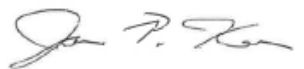
Michael L. Tipsord
Chairman, President &
Chief Executive Officer
State Farm



Russell K. Girling
President and Chief
Executive Officer
TC Energy



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



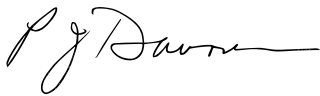
James P. Keane
President and CEO
Steelcase Inc.



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



M. Troy Woods
Chairman, President & CEO
TSYS



Peter J. Davoren
President & CEO
Turner Construction Co.



David Abney
Chairman and Chief Executive
Officer
UPS



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



Lance M. Fritz
Chairman, President & CEO
Union Pacific



Stuart Parker
CEO
USAA



Curt Morgan
President & CEO
Vistra Energy



Scott Kirby
Chief Executive Officer
United Airlines



Wayne Peacock
President and Chief Executive
Officer
USAA



Stefano Pessina
Executive Vice Chairman
and CEO
Walgreens Boots Alliance



Oscar Munoz
Chief Executive Officer
United Airlines



Mortimer J. Buckley
Chairman & CEO
Vanguard



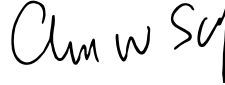
Doug McMillon
President and CEO
Walmart, Inc.



Gregory J. Hayes
Chairman & CEO
United Technologies
Corporation



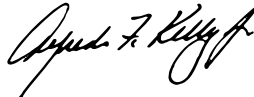
Scott G. Stephenson
Chairman, President and Chief
Executive Officer
Verisk Analytics



Charles W. Scharf
Chief Executive Officer and
President
Wells Fargo



Carol Tomé
Chief Executive Officer
UPS



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



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Chairman, President and CEO
WESCO International, Inc.



Hikmet Ersek
Chief Executive Officer
Western Union



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



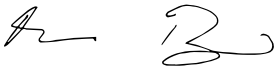
Michael Roman
Chairman of the Board and
Chief Executive Officer
3M



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



Jim Kavanaugh
CEO
World Wide Technology




Marc Bitzer
Chairman and Chief
Executive Officer
Whirlpool Corporation



John Visentin
Vice Chairman and Chief
Executive Officer
Xerox Corporation



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



Patrick Decker
President and CEO
Xylem Inc.



Abidali Z. Neemuchwala
CEO & Managing Director
Wipro Limited



Anders Gustafsson
Chief Executive Officer
Zebra Technologies
Corporation



Aneel Bhusri
Co-Founder & CEO
Workday, Inc.



Kristin Peck
Chief Executive Officer
Zoetis Inc.