

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 Last Updated: April 2022

Statement on the Purpose of a Corporation



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



Andrés Gluski
President and CEO
The AES Corporation



Lee Styslinger, III
Chairman & CEO
Altec, Inc.



Robert Ford
President and Chief Executive
Officer
Abbott



Daniel P. Amos
Chairman and CEO
Aflac



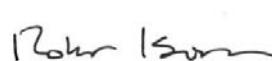
Jeffrey P. Bezos
Founder and Chief
Executive Officer
Amazon



Julie Sweet
Chief Executive Officer Designate
Accenture



Roger K. Newport
Chief Executive Officer
AK Steel Corporation



Robert Isom
Chief Executive Officer
American Airlines



Carlos Rodriguez
President and CEO
ADP



John O. Larsen
Chairman, President & CEO
Alliant Energy



Doug Parker
Chairman & CEO
American Airlines



Mike Burke
Chairman and CEO
AECOM



Sundar Pichai
CEO
Alphabet



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

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Stephen J. Squeri
Chairman and CEO
American Express



Gail Koziara Boudreux
President and CEO
Anthem, Inc.



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



William B. Westrate
CEO and Enterprise President
American Family Insurance



Greg Case
CEO
Aon



John Stankey
Chief Executive Officer
AT&T Inc.



Thomas Bartlett
President and Chief Executive
Officer
American Tower Corporation



Tim Cook
CEO
Apple



John A. Hayes
Chairman, President
and CEO
Ball Corporation



James M. Cracchiolo
Chairman and Chief
Executive Officer
Ameriprise Financial



Eric Foss
Chairman, President & CEO
Aramark



Brian Moynihan
Chairman and CEO
Bank of America



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



Alan B. Colberg
President and CEO
Assurant



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

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Philip Blake
President Bayer USA
Bayer USA



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



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



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



Rich Lesser
CEO
Boston Consulting Group



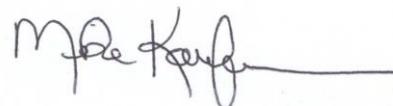
Maurice R. Greenberg
Chairman and CEO
C.V. Starr & Co., Inc.



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



Robert Dudley
Group CEO
BP plc



Mike Kaufmann
Chief Executive Officer
Cardinal Health



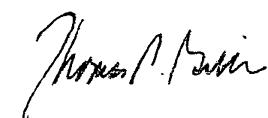
Laurence D. Fink
Chairman and Chief
Executive Officer
BlackRock, Inc.



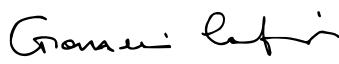
Bernard Looney
Chief Executive Officer
BP



Kewsong Lee
Co-Chief Executive Officer
The Carlyle Group



Todd Gibbons
Chief Executive Officer
BNY Mellon



Giovanni Caforio
Chairman and Chief
Executive Officer
Bristol Myers Squibb



David Gitlin
President and Chief Executive
Officer
Carrier Global Corporation

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



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



Michael F. Neidorff
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
Executive Officer
Cigna



Chuck Robbins
Chairman and CEO
Cisco Systems, Inc.



Michael L. Corbat
Chief Executive Officer
Citigroup, Inc.



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



Hubertus M. Mühlhäuser
Chief Executive Officer
CNH Industrial



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

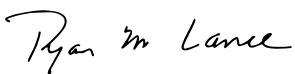


Brian Humphries
Chief Executive Officer
Cognizant



Brian L. Roberts
Chairman & CEO
Comcast Corporation

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 Ryan M. Lance

Ryan M. Lance
Chairman & CEO
ConocoPhillips Company

 Joseph Dominguez

President and Chief Executive
Officer
Constellation

 Wendell P. Weeks

Chairman, Chief Executive Officer &
President
Corning Incorporated

 James C. Collins, Jr.

Chief Executive Officer
Corteva Agriscience

 Tom Linebarger

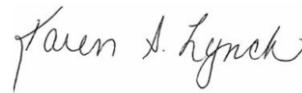
Chairman and CEO
Cummins Inc.

 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 C. May

Chief Executive Officer
Deere & Company

 Michael S. Dell

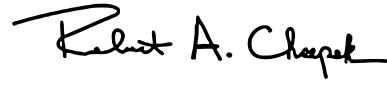
Chairman and CEO
Dell Technologies

 Punit Renjen

Global CEO
Deloitte

 Ed Bastian

Chief Executive Officer
Delta Air Lines, Inc.

 Bob Chapek

Chief Executive Officer
The Walt Disney Company

 Jim Fitterling

Chairman and Chief Executive
Officer
Dow

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Chairman, President & CEO
Duke Energy



Craig Arnold
Chairman and CEO
EATON



Carmine Di Sibio
Global Chairman & CEO
EY



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Executive Chair of the Board &
CEO
DuPont de Nemours, Inc.



Pedro J. Pizarro
President & CEO
Edison International



Frederick W. Smith
Chairman & CEO
FedEx Corporation



JM Lawrie
Chairman, President, and CEO
DXC Technology



David A. Ricks
Chairman and Chief
Executive Officer
Eli Lilly and Company



Gary Norcross
Chairman, President & CEO
FIS



Mike Salvino
President and Chief Executive
Officer
DXC Technology



Christopher M. Crane
President and Chief
Executive Officer
Exelon Corporation



Revathi Advaiti
Chief Executive Officer
Flex



Mark J. Costa
Chairman and CEO
Eastman Chemical Company



Darren W. Woods
Chairman and CEO
Exxon Mobil Corporation



Carlos M. Hernandez
Chief Executive Officer
Fluor Corporation

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James P. Hackett
President and CEO
Ford Motor Company



Phebe Novakovic
Chairman and CEO
General Dynamics
Corporation



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



James "Jim" D. Farley, Jr.
President and Chief Executive
Officer
Ford Motor Company



Mary Barra
Chairman & CEO
General Motors Company



Gerald W. Evans
CEO
Hanesbrands Inc.



Lachlan K. Murdoch
Executive Chairman & CEO
Fox Corporation



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Chairman and Chief
Executive Officer
The Goldman Sachs Group,
Inc



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Chief Executive Officer
Hanesbrands Inc.



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Vice Chairman, President and
Chief Executive Officer
Freeport-McMoRan Inc.



Bradley J. Preber
Interim CEO
Grant Thornton LLP



Dinesh C. Paliwal
President and Chief Executive
Officer
HARMAN International



Sonia Syngal
Chief Executive Officer
Gap Inc.



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



Steven R. Swartz
President and CEO
HEARST Corporation

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Christopher D. Kastner
President and CEO
HII



Mike Petters
President and Chief
Executive Officer
Huntington Ingalls
Industries



Sasan Goodarzi
CEO
Intuit



Christopher J. Nassetta
President and Chief Executive
Officer
Hilton



Arvind Krishna
Chief Executive Officer
IBM Corporation



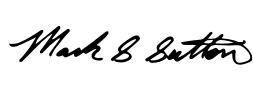
Robert H. Swan
Chief Executive Officer
Intel Corporation



Craig Menear
Chairman, CEO and President
The Home Depot



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



Mark S. Sutton
Chairman and CEO
International Paper Co.



Darius Adamczyk
Chairman and CEO
Honeywell



Charles Phillips
Chief Executive Officer
Infor



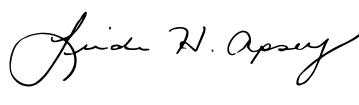
Michael I. Roth
Chairman and Chief Executive
Officer
Interpublic Group



Enrique Lores
President and CEO
HP Inc.



Patrick Gelsinger
Chief Executive Officer
Intel



Linda H. Apsey
President & CEO
ITC Holdings Corp.



Bruce Broussard
President and CEO
Humana Inc.

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Steve Demetriou
Chair and CEO
Jacobs



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Chairman & CEO
KeyCorp



Lynne M. Doughtie
Chairman and CEO
KPMG LLP



Samuel R. Allen
Chairman and CEO
John Deere



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



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Chairman & Chief
Executive Officer
L3Harris Technologies, Inc.



Alex Gorsky
Chairman of the Board and
Chief Executive Officer
Johnson & Johnson



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



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



George R. Oliver
Chairman and CEO
Johnson Controls



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



Roger A. Krone
Chairman and Chief
Executive Officer
Leidos



Jamie Dimon
Chairman and CEO
JPMorgan Chase & Co.



Bill Thomas
Global Chairman and CEO
KPMG LLP



Stuart Miller
Executive Chairman
Lennar Corporation

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President and Chief Executive Officer
Lockheed Martin Corporation



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



Michael Miebach
Chief Executive Officer
Mastercard



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



Gary R. Heminger
Chairman and CEO
Marathon Petroleum Corporation



Ajay Banga
President & CEO
Mastercard



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



Michael J. Hennigan
President and CEO
Marathon Petroleum Corporation



Ynon Kreiz
Chairman and Chief Executive Officer
Mattel, Inc.



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



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



Chris Kempczinski
President and CEO
McDonald's



Mark Trudeau
President and CEO
Mallinckrodt Pharmaceuticals



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



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

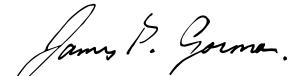
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Brian Tyler
Chief Executive Officer
McKesson Corporation



Michel Khalaf
President & Chief
Executive Officer
MetLife



James P. Gorman
Chairman & CEO
Morgan Stanley



Bob Sternfels
Global Managing Partner
McKinsey & Company



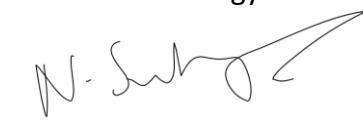
Sanjay Mehrotra
President & CEO
Micron Technology



Greg Brown
Chairman & CEO
Motorola Solutions



Kevin Sneader
Global Managing Partner
McKinsey & Company



Satya Nadella
Chief Executive Officer
Microsoft Corporation



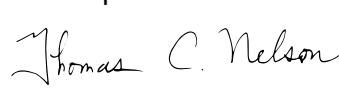
Adena T. Friedman
President and CEO
Nasdaq



Geoffery S. Martha
Chief Executive Officer
Medtronic, Inc.



Ken Moelis
Chairman & CEO
Moelis & Company



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



Omar Ishrak
Chairman & CEO
Medtronic plc



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



Craig DeSanto
CEO & President
New York Life

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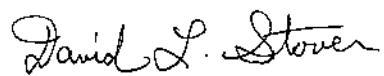
Ted Mathas
Chairman, President and CEO
New York Life Insurance Co.



Safra Catz
CEO
Oracle



Greg C. Garland
Chairman and CEO
Phillips 66



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



Brian Chambers
President and Chief Executive
Officer
Owens Corning



Marc B. Lautenbach
President and Chief
Executive Officer
Pitney Bowes



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



Dan Schulman
President and Chief Executive
Officer
PayPal, Inc.



Daniel J. Houston
Chairman, President
and CEO
Principal



Steve Fisher
President & CEO
Novelis



Ramon Laguarta
Chairman and CEO
PepsiCo



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



Mauricio Gutierrez
President & CEO
NRG Energy, Inc.



Dr. Albert Bourla
Chief Executive Officer
Pfizer Inc.



Tricia Griffith
President & CEO
The Progressive
Corporation

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Bob Moritz
Chairman
PwC



Blake D. Moret
Chairman and Chief Executive
Officer
Rockwell Automation



Christian Klein
Chief Executive Officer
SAP



Steve Mollenkopf
Chief Executive Officer
Qualcomm Incorporated



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



Bill McDermott
Chief Executive Officer
SAP



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



Douglas L. Peterson
President and CEO
S&P Global



Jim Goodnight
CEO
SAS Institute



Thomas A. Kennedy
Chairman & CEO
Raytheon Company

Marc Benioff
Chair & Chief Executive Officer
Salesforce



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



Gregory J. Hayes
Chief Executive Officer
Raytheon Technologies
Corporation

Keith Block
Co-CEO
Salesforce



Jeffrey W. Martin
Chairman & CEO
Sempra Energy

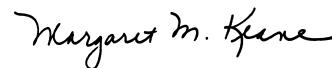
Statement on the Purpose of a Corporation



Lisa Davis
CEO
Siemens Corporation USA



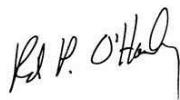
Kevin Johnson
President and Chief Executive
Officer
Starbucks Corporation



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



Egon Durban
Silver Lake



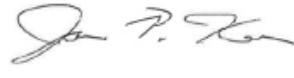
Ronald P. O'Hanley
Chairman and Chief Executive
Officer
State Street Corporation



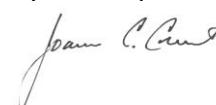
Kevin P. Hourican
President and Chief
Executive Officers
Sysco Corporation



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



James P. Keane
President and CEO
Steelcase Inc.



Joanne Crevoiserat
Chief Executive Officer
Tapestry, Inc.



Thomas A. Fanning
Chairman, President
and CEO
Southern Company



Kevin Lobo
Chairman & CEO
Stryker



Brian Cornell
Chairman & CEO
Target



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



John F. Fish
Chairman & CEO
Suffolk



Russell K. Girling
President and Chief
Executive Officer
TC Energy

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CEO
Telephone & Data Systems, Inc.



Hal Lawton
President and Chief Executive
Officer
Tractor Supply Company



Lance M. Fritz
Chairman, President & CEO
Union Pacific



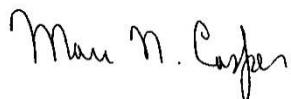
Richard K. Templeton
Chairman, President and
Chief Executive Officer
Texas Instruments Incorporated



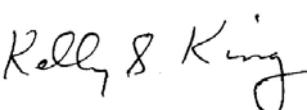
Alan D. Schnitzer
Chairman and Chief
Executive Officer
The Travelers Companies Inc.



Scott Kirby
Chief Executive Officer
United Airlines



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



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



Oscar Munoz
Chief Executive Officer
United Airlines



Thasunda Brown Duckett
President and Chief Executive
Officer
TIAA



M. Troy Woods
Chairman, President & CEO
TSYS



Gregory J. Hayes
Chairman & CEO
United Technologies
Corporation



Rob Speyer
President & CEO
Tishman Speyer



Peter J. Davoren
President & CEO
Turner Construction Co.



Carol Tomé
Chief Executive Officer
UPS

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David Abney
Chairman and Chief Executive
Officer
UPS



Stuart Parker
CEO
USAA



Wayne Peacock
President and Chief Executive
Officer
USAA



Mortimer J. Buckley
Chairman & CEO
Vanguard



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



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



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



Curt Morgan
President & CEO
Vistra Energy



Stefano Pessina
Executive Vice Chairman
and CEO
Walgreens Boots Alliance



Charles W. Scharf
Chief Executive Officer and
President
Wells Fargo



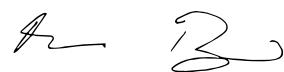
John J. Engel
Chairman, President and
CEO
WESCO International, Inc.



Hikmet Ersek
Chief Executive Officer
Western Union



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



Marc Bitzer
Chairman and Chief
Executive Officer
Whirlpool Corporation



Doug McMillon
President and CEO
Walmart, Inc.

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



John Visentin
Vice Chairman and Chief
Executive Officer
Xerox Corporation



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



Abidali Z. Neemuchwala
CEO & Managing Director
Wipro Limited



Patrick Decker
President and CEO
Xylem Inc.



Aneel Bhusri
Co-Founder & CEO
Workday, Inc.



David Gibbs
Chief Executive Officer
Yum! Brands, Inc.



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



Anders Gustafsson
Chief Executive Officer
Zebra Technologies
Corporation



Jim Kavanaugh
CEO
World Wide Technology



Kristin Peck
Chief Executive Officer
Zoetis Inc.