



Hello, I am Dr. Kristin Hull, of Nia Impact Capital. I'm here on behalf of lead filer New York State Comptroller Thomas DiNapoli, Trustee of the New York State Common Retirement Fund, owner of Tesla shares valued at over \$650 million, as of March 31, 2024 and as a co-filer of Proposal 8. The Fund is a significant long term owner of Tesla and has an explicit focus on investing in climate solutions.

Longview Large Cap Index Fund through its trustee Amalgamated Bank, AP7 and Arjuna Capital are also joining us in moving this resolution.

Our firm name "Nia" means "intention and purpose". We invest only in those companies we see building towards a better world and a sustainable and inclusive future. As the CIO of Nia, I had been proud of our early ownership in Tesla. I saw the potential and the need for innovations in the automotive and clean energy marketplace.

However, when looking under the hood/frunk, we find failures in workforce management, one of the most important components of any business. Employees need to be hired, trained, motivated, and engaged to do high quality work. And, we need those employees to be able to contribute to their top ability. To do so they must feel both physically and emotionally safe at work.

Investors are requesting the report outlined in Proposal 8 because workplace abuse, harassment, and discrimination can result in substantial costs, including costs related to employee turnover, increased absenteeism and reduced productivity, as well as legal costs – all of which can impact shareholder's investments in the company. They may also lead to difficulties in recruiting high quality employees, something that Tesla needs to remain innovative and at the forefront of a quickly moving technological landscape.

We have expressed concerns about Tesla's workplace for years. And year over year, more harassment and discrimination allegations have emerged with few visible changes in Tesla's people management policies or practices to assuage our concerns. Lawsuits and class actions before Tesla now involve thousands of employees, with allegations including repeated use of racial epithets by managers and employees, segregation and discrimination against non-White employees in job assignments, pay, and promotion; and retaliation when employees report their experiences.

These concerns are why I now formally move Proposal Eight on behalf of Comptroller DiNapoli, Nia Impact Capital, and the other co-filers requesting that Tesla's Board commission an independent report on the effectiveness of the company's efforts to prevent harassment and discrimination within its workplace.

Thank you.