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Carlos Tavares
Chief Executive Officer
Stellantis N.V.
Taurusavenue 1
2132 LS Hoofddorp
The Netherlands

Via email to general.counsel@stellantis.com

Dear Mr. Tavares:

I am writing on behalf of the American Federation of Teachers' 1.7 million members, the majority of whom participate in public pension funds with an estimated \$4 trillion in assets under management. Our members' pension funds are significant owners of Stellantis stock, and millions of dollars in workers' retirement savings are now at risk due to Stellantis' unwillingness, so far, to bargain a fair contract with the United Auto Workers union. As the auto workers' strike enters its second week, I urge you to seek a quick settlement to the labor dispute.

Our members' pension funds have a fiduciary duty to manage our retirement assets in the long-term, risk-adjusted best interest of our members as plan participants. As I am sure you are aware, there is significant research showing that companies that prioritize constructive labor relationships and sound labor practices make for more stable—and more profitable—investments over the long term. Companies that fail to ensure fair working conditions for their workforce face financial, legal and reputational risks, which in turn puts our members' retirement assets at risk.

These considerations are particularly important for Stellantis and other auto manufacturers engaged in a global competition over who will lead the transition to low-carbon vehicles. Given the close cooperation between your major global competitors and their governments, the path of conflict with your workforce and with the Biden administration seems likely to place Stellantis at a major global competitive disadvantage.

As you know, the UAW strike began on Sept. 15 at three facilities, owned by GM, Stellantis and Ford, respectively; on Sept. 22, the UAW expanded the strike to an additional 38 Stellantis and GM facilities, excluding facilities owned by Ford, which, according to the UAW, had made progress in negotiations with the union. Since your

workers' strike commenced, it has received extensive media attention, with polling showing that public opinion is clearly [in support](#) of the striking workers' demands and that Stellantis' brand reputation has [suffered significantly](#) since the strike began.

This is not surprising given the widespread publicity surrounding the events of the financial crisis, when Stellantis workers took cuts to their pay and benefits to help Stellantis weather the economic storm. Now, Stellantis has returned to notable profitability, paying out a 4.2 billion-euro dividend and spending 1.5 billion euros in stock buybacks for 2023. While your 2022 compensation was [365 times](#) your average employee's pay, UAW members have faced declining real wages.


Earlier this week, President Joe Biden became the first president to walk a picket line, [telling UAW members](#) on strike in Michigan, "Companies were in trouble, now they're doing incredibly well. And guess what? You should be doing incredibly well, too."

The headline and reputational risks resulting from these events threaten Stellantis' market share and brand at a critical moment in the industry.

As the strike wears on, the deferred wages of AFT members invested in Stellantis are put increasingly at risk, as are the future prospects of your company, an important employer in many of the communities AFT members serve.

As a union of working people, the AFT stands with striking Stellantis workers. As long-term investors, our pension funds are exposed both to the mounting investment risks of a prolonged strike and to Stellantis management's pursuit of a shortsighted strategic approach at our expense. Rather than continue down this value-destroying path, we urge you to adopt a more long-term strategic approach, beginning by reaching an expeditious and fair settlement with the UAW.

Sincerely,



Randi Weingarten
President

cc: AFT Trustee Council