Corporate Social Responsibility

Guided by our values, TIAA and its asset management organization, Nuveen, strive to be responsible corporate citizens and drive positive environmental and social outcomes for our clients through our investing practices. Our commitment to operating responsibly is demonstrated through the integration of corporate social responsibility (CSR) best practices throughout our business alongside our focus on delivering competitive financial returns with positive environmental, social, and governance (ESG) outcomes. CSR and responsible investing (RI) at TIAA are built on four core pillars; governance, inclusion and diversity, community, and sustainability. Below are a few examples of our actions:

**Governance**

TIAA is managed for the benefit of participants without profit to the corporation or its stockholders.

**Inclusion and Diversity**

DiversityInc Top 50 Companies for Diversity 2018

Best Workplaces for Diversity, Fortune, 2018

**Community**

Total Community Impact Results for 2018:

- 663 projects
- 15,205 volunteers
- 29,439 volunteer hours
- 1,050,543 lives impacted
- 60 offices

**Sustainability**

Our Denver, Charlotte, and NYC TIAA office buildings are Energy Star Rated and LEED Gold Certified

In 2018 through our environmental performance plan TIAA has saved:

- 15,216 Trees
- 70,836 Gallons of oil
- 6,276,648 Gallons of water
- 4,124 Yards of landfill space

1As of 12/31/2018
2TIAA shares profits with Traditional Retirement Annuity owners through declared additional amounts of interest and through increases in annuity income throughout retirement. These additional amounts are not guaranteed.
Governance (Public Equities)
Engaged with over 660 companies on the following issues: 3

91% Inclusion & Diversity
8% Corporate Governance
14% Compensation
11% Sustainability Strategy
93% Board Structure & Quality

Community (Private Markets)
$1.2 billion in cumulative private capital commitments in impact investments over 30 years, with $183 million in new capital commitments in 2018 across the following impact themes: 4

Affordable Housing
Inclusive Growth
Resource Efficiency

Sustainability (Real Estate)
76% of our global office portfolio has a sustainability certification 5

9% reduction in greenhouse gas emissions on the portfolio of properties owned 6

4% reduction in energy use within buildings in our global office portfolio between 2015 and 2017, saving enough energy to power 1,500 houses 7

70% of our investment staff received sustainability training 8

Inclusion and Diversity (Public Equities)

Since 2015, Nuveen has discussed inclusion and diversity approaches and disclosure with more than two-thirds of the public companies with which we engaged.

In 2018, Nuveen sent letters to over 500 companies in the United States and Japan combined where there was no female representation on their respective corporate boards. In our outreach, we requested that the company add females to its board nominee pool and/or commit to the consideration of adding a female director within the next two years.

Nuveen engages with industry groups to create best practices and to shape ESG research, analysis, standards and impact measurement. Examples of industry engagements include:

Global Impact Investing Network (GIIN)
Founding member, Investors’ Council

Green Bond Principles
Signatory and Executive Committee member

United Nation’s Principles for Responsible Investment (UNPRI)
Drafting Signatory

In 2018.
As of 12/31/18.
As of 12/31/18.
For the full years 2016 and 2017.
Through year-end 2017.
Our Commitment to the United Nations Sustainable Development Goals

The 17 United Nations Sustainable Development Goals (UN SDGs) are a blueprint to addressing global challenges such as poverty, inequality, climate, and peace. Through our work, TIAA has developed a strong understanding of these needs associated with the UN SDGs. More information can be found in our Responsible Business Report.

Learn more about TIAA and access our Responsible Business Report by visiting TIAA.org

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Investing involves risk; principal loss is possible. There is no guarantee the investment objectives will be achieved. Because social criteria exclude some investments, socially responsible investments may not be able to take advantage of the same opportunities or market trends as portfolios that do not use such criteria.

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