

Responsible Investing: Essential investment options for a modern workforce

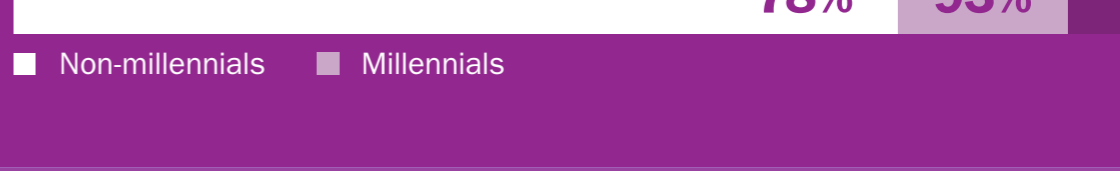
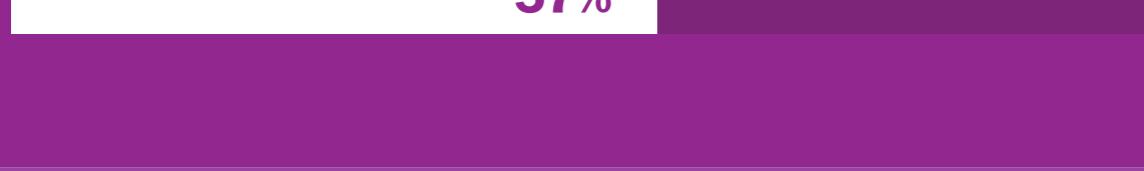
To address the needs of a diverse workforce, it's now critical for plan sponsors to include responsible investment (RI) options in their plans' investment menu.



Social and environmental issues play a growing role in recruiting and retaining talent. RI opportunities play a major part in employees' loyalty and good feelings toward their employers, as well as their attitudes toward contributing to their retirement plans.

57% of investors would choose an employer based on whether it offered an RI portfolio in its retirement plan menu.¹

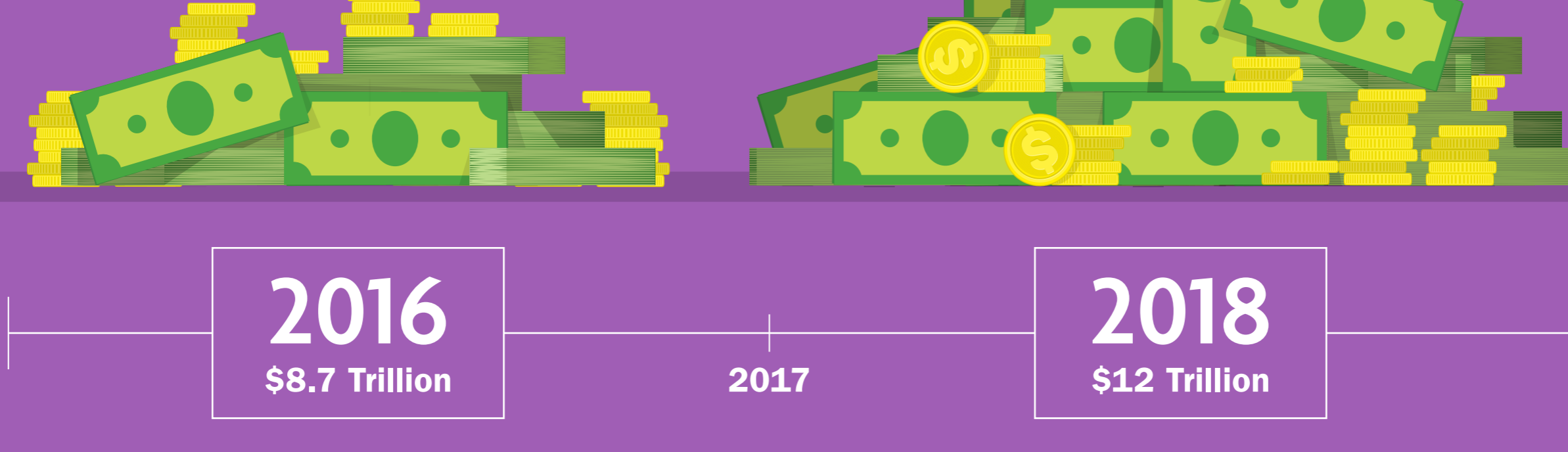
93% of millennials and 78% of non-millennials show a strong interest in responsible investing.²



49% of investors ranked "better performance" as the top reason for responsible investing.³

80% of investors say their investments should strive to make a positive impact on society.⁴

Investor interest in RI is growing quickly. Making sharp gains from one year to the next. The total of US assets under management using RI strategies grew from **\$8.7 trillion** at the start of 2016 to **\$12 trillion** at the start of 2018.⁵



How Nuveen and TIAA approach RI:

Our philosophy

The right investments can create positive outcomes for investors and their communities. Nuveen, a TIAA company, is leading by example and using its management experience in RI to promote competitive, long-term investment returns while also driving real, lasting, societal and environmental improvements.

Engage and influence companies and issuers to help them innovate and operate more efficiently and manage risk.

In 2018, we engaged with over **600 companies** across our equity portfolio on topics that we believe can impact company performance over the long term. These include diversity, climate change, and executive compensation.⁶



Integrate environmental, social, and governance (ESG) into our investment process across funds and asset classes through:

Fixed income: One of the largest green bond investors with **\$2.5B** in AUM (57% outside RI mandates).⁷



Public equity: 77% of our investments' equity portfolio managers and analysts consider ESG in their investment processes.⁸

Impact through measuring, managing, and driving positive environmental and social outcomes

We manage **\$3.5B** in public fixed-income impact investments.⁹
Our impact investments have resulted in:¹⁰

- Roughly **40K** megawatts of installed renewable energy capacity supported
- Nearly **900K** acres of land conserved
- More than **1.6M** affordable housing units built or supported

RI has moved into the mainstream

As more individuals recognize its potential for attractive performance coupled with positive outcomes.

It can achieve comparable performance over the long term without additional risk, despite using a small universe of securities meeting ESG criteria.



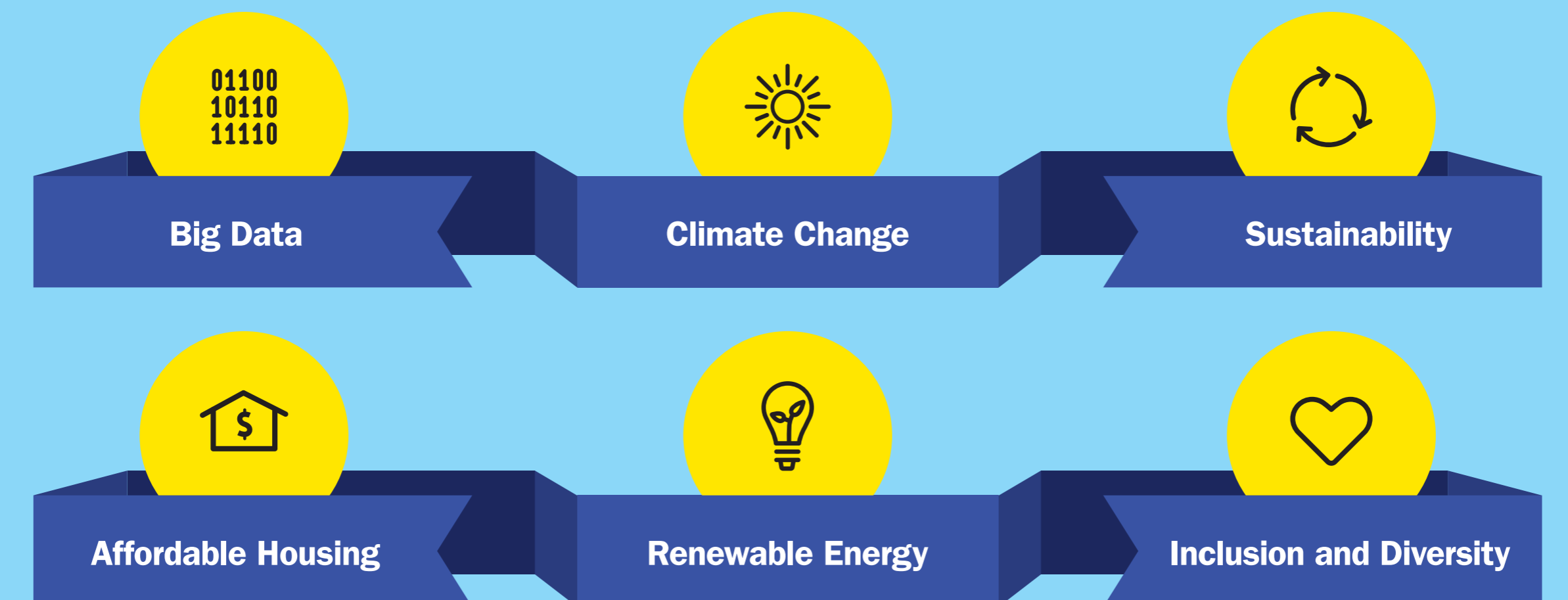
1 in 4 dollars in total assets in the United States under professional management are aligned with sustainable, responsible, and impact investing strategies.¹¹

The growth rate of aligned RI assets in the US from 2012 to 2018 is **220%**.¹²

Investors considering ESG assets grew **38%** from 2016 to 2018.¹³



TIAA and Nuveen are leading by example and paving the way for RI in:



Engage your employees by offering the opportunity to invest in things that matter to them and to have a **direct, measurable impact on the world.**

Talk to your TIAA representative today about our RI solutions.



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1. Fourth annual responsible investing survey, Nuveen, 2018.
2. Demand for responsible investing thrives among employees, Nuveen, 2017.
3. Report on US sustainable, responsible and impact investing trends 2018, USSIF Foundation, 2018.
4-5. Fourth annual responsible investing survey, Nuveen, 2018.
6. Engagement: Enhancing and protecting the long-term value of your investments, TIAA, 2018.
7. Bloomberg, May 2019.
8. Nuveen knows responsible investing: Addressing climate change can help add alpha and manage risk, Nuveen, 2018.
9-10. Impact: Driving positive environmental and social results, Nuveen, 2018.
11-13. Report on US sustainable, responsible and impact investing trends 2018, USSIF Foundation, 2018.