



Statement on How Allspring Luxembourg¹ Incorporates Sustainability Risks Into its Remuneration Policies

INTEGRATION OF SUSTAINABILITY RISKS

Allspring Luxembourg's Investment incentive compensation plans play an important role in aligning the interests of our portfolio managers, investment team members, clients and shareholders. Incentive awards for portfolio managers are determined based on a review of relative investment and business/team performance along with other risk-aligned criteria. Embedded in investment performance is a disciplined investment risk management framework which, for relevant portfolios, incorporates one or more types of sustainability risks.

This disclosure was edited in March 2023 to reflect amendment to the list of Allspring entities in scope for the EU SFDR.

¹Allspring Global Investments Luxembourg S.A ("Allspring Luxembourg")