



Item 1 - Cover Page

Allspring Global Investments, LLC

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March 24, 2023

This is the Form ADV, Part 2A ("Brochure") for Allspring Global Investments, LLC, as required by the Investment Advisers Act of 1940 ("Advisers Act").

This Brochure provides information about the qualifications and business practices of Allspring Global Investments, LLC ("Allspring Investments"). If you have any questions about the contents of this Brochure, please contact us at 833-568-4255 or www.allspringglobal.com. The information in this Brochure has not been approved or verified by the United States Securities and Exchange Commission (the "SEC") or by any state securities authority. Additional information about Allspring Investments is also available at the SEC's website, www.adviserinfo.sec.gov.

Allspring Investments is an investment adviser registered with the SEC. Registration as an investment adviser does not imply a certain level of skill or training.

Item 2 - Material Changes

This item is intended to address only those material changes that have been incorporated since the last annual update of Allspring Global Investments, LLC's brochure (the "Brochure") dated March 25, 2022. The following items received changes:

- Item 14 (Client referrals and other compensation) has been amended to reflect Rule 206(4)-1 (Adviser Marketing Rule) of the Investment Advisers Act of 1940, which went into effect on November 4, 2022.

On January 3, 2023, the Allspring Global Investments, LLC Form ADV was updated to reflect its change in headquarters from San Francisco, California to Charlotte, North Carolina.

- Item 8 (Methods of analysis, investment strategies and risk of loss) has been amended to enhance or to remove certain duplicative or immaterial risk disclosures.
- Item 10 (Other Financial Industry Activities and Affiliations) has been amended to discuss additional affiliated relationships including companies controlled by GTRC and Reverence which with Allspring might transact or invest on behalf of clients; Allspring Investments' relationship with newly registered investment adviser affiliate Allspring Singapore; and referral arrangement between Allspring Investment and its affiliated entities Allspring UK and Allspring Luxembourg.
- Item 11 (Code of Ethics, Participation or Interest in Client Transactions, and Personal Trading) was amended to enhance language surrounding Allspring's Privacy obligations, controls, and security measures.

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Item 4 - Advisory Business

FIRM OVERVIEW

Allspring Investments, was incorporated in the State of California in 1981 and converted to a Delaware limited liability company in 2021. Allspring Investments has been registered as an investment adviser with the SEC since April of 1984. Allspring Investments is a direct wholly-owned subsidiary of Allspring Global Investments Holdings, LLC (“Allspring Global Investments Holdings”), a holding company indirectly owned by Allspring Group Holdings, LLC (“Allspring Group Holdings”). Allspring Group Holdings is owned by certain private funds of GTCR LLC (“GTCR”) and Reverence Capital Partners, L.P. (“Reverence Capital Partners”), as well as certain others described below. Allspring Investments has offices located throughout the United States, as well as internationally.

Certain employees of the Allspring Global Investments Holdings group of companies¹ indirectly own non-voting interests in Allspring Group Holdings, the indirect parent of Allspring Investments and the other Allspring Global Investments group of companies. Such Allspring employees hold less than 25% of the fully diluted equity interests of Allspring Group Holdings. In addition, Wells Fargo owns a passive non-voting equity interest of less than 8.3% of the fully diluted equity interests of Allspring Group Holdings and continues to serve as an important client and distribution partner.

Founded in 1980, GTCR is a leading private equity firm that pioneered The Leaders Strategy™ – finding and partnering with management leaders in core domains to identify, acquire and build market-leading companies through organic growth and strategic acquisitions. GTCR is focused on investing in transformative growth in companies in the Business & Consumer Services, Financial Services & Technology, Healthcare and Technology, Media & Telecommunications sectors. Since its inception, GTCR has invested more than \$24 billion in over 270 companies, and the firm currently manages over \$27 billion in equity capital. GTCR is based in Chicago with offices in New York and West Palm Beach.

Reverence Capital Partners is a private investment firm focused on thematic investing in leading

¹ Allspring Global Investments is the trade name for the asset management companies of Allspring Global Investments Holdings, LLC, that includes Allspring Investments; Allspring Funds Management, LLC (“Allspring Funds Management”), Allspring Global Investments (UK) Limited (“Allspring UK”), Allspring Funds Distributor, LLC (“Allspring Funds Distributor”), Allspring Global Investments Luxembourg S.A. (“Allspring Luxembourg”), Allspring Global Investments (Singapore) Pte. Ltd.; Allspring Global Investments (Hong Kong) Limited (“Allspring Hong Kong”) and Allspring Global Investments (Japan) Limited (“Allspring Japan”). Associated with Allspring, but not part of the Allspring trade name/GIPS firm, is Galliard Capital Management, LLC (“Galliard”).

global, middle-market financial services businesses through control and influence-oriented investments in five sectors: (1) Depositories and Finance Companies, (2) Asset and Wealth Management, (3) Insurance, (4) Capital Markets and (5) Financial Technology/Payments. The firm was founded in 2013 by Milton Berlinski, Peter Aberg, and Alex Chulack, who collectively bring over 90 years of advisory and investing experience across a wide range of financial services sectors.

Prior to November 1, 2021, Allspring was owned by Wells Fargo & Company (“Wells Fargo”). Given the large scale and complexity of the divestiture of Allspring from Wells Fargo to new ownership, some technology infrastructure, operational processes and Allspring employees will temporarily remain at Wells Fargo to manage critical processes and systems that transition over time, under a Transition Services Agreement (“TSA”) between Allspring and Wells Fargo. Additionally, subject to applicable fiduciary duties and other considerations, Wells Fargo remains an important distribution partner with respect to Allspring’s products in a manner similar to their role prior to the divestiture.

TYPES OF ADVISORY SERVICES

Allspring Investments provides investment management services to mutual funds, private funds, offshore funds, collective investment trusts (“CITs”), pooled vehicles, retail clients and other institutional clients, including corporations, endowments, foundations, pension plans, healthcare organizations, educational organizations, public agencies, multi-employer plans, sovereign organizations, insurance companies, Taft-Hartley plans, other investment advisers and high net worth individuals.

Allspring Investments’ investment management services are offered on both a discretionary and non-discretionary basis. When Allspring Investments offers advice on a discretionary basis, the client relies on Allspring Investments to formulate and, in most cases, to implement the investment decisions consistent with parameters and information that the client provides in advance. Allspring Investments will tailor its investment management services to the individual needs of its clients, including by incorporating client specific restrictions, as necessary. However, Allspring Investments will not be able to accommodate investment restrictions that are unduly burdensome, including any requested restrictions on underlying securities held in a fund/commingled vehicle in which the client invests. Allspring Investments reserves the right to decline to accept, or terminate, client accounts with such restrictions. Investment restrictions requested by a client may cause the performance of its account to differ from that of the portfolio recommended by Allspring Investments, possibly producing lower overall results.

Allspring Investments also provides non-discretionary investment management services that

include providing securities ranking information and model portfolios to other investment advisers, including one affiliated investment adviser. As explained in Item 8 below, Allspring Investments' non-discretionary services are used by other investment advisers to provide advisory services to their clients.

Where Allspring Investments is the investment adviser to a pooled investment vehicle (e.g., mutual fund or private investment fund), investments will not be tailored to the individualized needs of any particular investor in the pooled investment vehicle (each an "Investor"). Investors may not impose restrictions on investing in certain securities or certain types of securities but rather will be subject to the investment guidelines as described in the vehicle's prospectus or other offering document.

Allspring Investments utilizes proprietary and vended investment allocation systems in conjunction with the securities selection services provided by its portfolio managers to create and maintain actively managed investment portfolios intended to meet the requirements of its clients' investment needs. Allspring Investments offers a variety of equity, multi-asset, and fixed income investment strategies and these investment strategies (collectively) may invest in a wide variety of financial instruments.

In circumstances where a client is willing to accept greater risk in pursuit of potential higher total return, Allspring Investments also uses certain types of techniques, including buying securities on margin, and selling securities short.

WRAP FEE PROGRAMS

Allspring Investments provides investment sub-advisory services to its affiliate, Allspring Funds Management, LLC ("Allspring Funds Management"), in connection with separately managed account programs (referred to as "wrap fee programs" or "SMA programs") for which Allspring Funds Management provides investment advisory services. The wrap fee or SMA programs are sponsored by certain broker dealers or investment advisers ("Sponsors"). With respect to a traditional wrap fee program, the Sponsor typically offers clients the ability to have their accounts managed by one or more participating investment advisers, including Allspring Investments' affiliate, Allspring Funds Management, in the form of separately managed accounts. For a single, unified or wrap fee, that typically includes investment management, brokerage, custody and other program services, these Sponsors provide a variety of services to their clients in these programs including selecting and monitoring the services of the participating investment advisers, defining client investment objectives and risk tolerances, evaluating performance, and maintaining records relating to the account. The Sponsor typically pays Allspring Funds Management a portion of the wrap fee that the client pays to compensate Allspring Funds

Management for its investment advisory services. The fee is based on the assets of clients invested in the applicable strategy in the wrap fee program. Allspring Funds Management pays a portion of the fee it receives from the Sponsor to Allspring Investments.

In most cases, Allspring Investments provides model portfolios to Allspring Funds Management, and, depending on the program, Allspring Funds Management or its outsourced provider will either implement the model portfolio for program participant accounts according to account guidelines – which are provided by the Sponsor – or communicate the model portfolio to the Sponsor to implement for the account. In both instances, Allspring Investments is providing the model portfolio to Allspring Funds Management on a non-discretionary basis. When Allspring Investments is providing investment advice to Allspring Funds Management on a non-discretionary basis, it does not consider the program participant to be an Allspring Investments client. Pursuant to an agreement, Allspring Funds Management relies on Allspring Investments to provide trading and/or other support services related to these programs. In instances where Allspring Investments is providing overlay service via strategy or account optimization, Allspring Investments is considered to have discretion.

With respect to fixed income strategies that are available in wrap programs, Allspring Investments shares discretionary investment authority over the program participants' accounts that are invested in these strategies. Under these circumstances, Allspring Investments considers and manages the account according to the program participant's individual needs and guidelines which are provided by the Sponsor. Unlike Allspring Investments' institutional clients, however, Allspring Investments does not communicate directly with these program participants. Wrap fee program accounts may not be managed identically to institutional accounts so, purchases that are implemented for institutional accounts will not always be reflected or fully reflected in a wrap account that follows the same or a substantially similar strategy.

To the extent that a sponsor of an SMA program provides Allspring Investments' Form ADV Part 2A to SMA program clients with whom Allspring Investments has no advisory relationship, or when it is not legally required to be delivered, it is provided for informational purposes only.

CURRENT ASSETS UNDER MANAGEMENT

As of December 31, 2022, Allspring Investments had \$367,020,434,482 in regulatory assets under management on a discretionary basis and \$146,640,494 in regulatory assets under management on a non-discretionary basis.

Item 5 - Fees and Compensation

Allspring Investments generally charges an investment advisory fee based upon a percentage of the market value of a client's assets under management (such a fee is referred to as an "asset-based fee"). Allspring Investments also receives performance-based fees with respect to certain strategies or as otherwise agreed upon with a particular client. For additional information related to the performance-based fees Allspring Investments receives, refer to Item 6 – Performance-Based Fees and Side-By-Side Management.

In addition to the investment advisory fees paid to Allspring Investments, clients will pay other fees and expenses in connection with Allspring Investments' management of their account. These include both account-level and investment-level costs.

Account-Level Fees:

- If you invest in a discretionary account directly with Allspring Investments, the most common fees and expenses are: brokerage commissions and transaction charges associated with buying and selling securities; custody fees you pay directly to the broker-dealer or bank that holds (a.k.a., "custodies") your assets; and other transactional fees (e.g., interest on margin balances, wire fees).
- If you invest in a wrap program account for which Allspring Investments shares discretionary authority, the wrap fee you pay to the wrap program sponsor typically includes most transaction costs and fees to the broker-dealer or bank that custodies your assets. You may also pay fees associated with buying and selling securities if Allspring Investments places your trades away from the broker-dealer associated with your wrap account. Clients should consult the program sponsor for more information about other fees and costs.

Allspring Investments does not receive any of these non-advisory service fees (e.g., brokerage commissions and other transaction charges, custodial fees, transfer taxes or sales loads or similar charges). In certain instances, however, affiliates of Allspring Investments will receive these non-advisory service fees when providing brokerage in connection with the advisory services Allspring Investments provides to its clients. For additional information relating to Allspring Investments' brokerage practices, refer to Item 12.

Investment-Level Fees:

Different investments have different costs to buy, sell and hold. These costs are explained in product-specific materials, which are available from Allspring Investments or the wrap program sponsor. When considering account-level advisory fees, clients should be aware that client accounts invested in mutual funds, money market funds, exchange-traded funds, private funds,

or similar securities, will also bear their proportionate share of fees paid at the fund level.

Two-Levels of Fees:

If a client account invests in a fund sponsored, advised or otherwise serviced by an Allspring company (i.e. an affiliated fund), Allspring Investments and/or its affiliates will receive fees that are paid at the fund-level. As a result, clients pay Allspring Investments and its affiliates two levels of fees on the portion of a client's account invested in affiliated funds. The receipt of two levels of fees creates an incentive for Allspring Investments to select and retain affiliated funds, rather than unaffiliated funds, for its clients. Allspring Investments generally does not receive advisory fees from both the client's separate account and the affiliate fund in which the separate account is invested. Allspring Investments will exclude the portion of a client's account invested in affiliated funds when calculating Allspring Investments' account-level advisory fee or otherwise offset the account-level advisory fee by the advisory fees paid at the fund level. Such rebate or reduction will not eliminate the conflict, and Allspring Investments may nevertheless have a financial incentive to favor affiliated fund investments (for example, to increase the assets under management of, or otherwise provide support to certain funds, products or lines of business). In limited instances, and when permitted and agreed upon with the client, Allspring Investments will receive advisory fees from both the client's separate account and the affiliate fund in which the separate account is invested.

Allspring Investments and its affiliated companies will receive two-levels of fees on a client's account when affiliated companies provides brokerage, administrative and other non-advisory services to the affiliated fund and the client account.

Cash-Sweep Options:

Typically, cash balances held in a client's account that are pending investment, as well as any strategic balances allocated to cash within a client's account, are invested in a money market fund or bank sweep vehicle option offered by the custodian associated with the client's wrap program sponsor or account. Custodians have an incentive to make available cash sweep options that generate additional revenue for their affiliates, rather than other cash sweep options that might pay higher returns to clients. When clients use a broker-dealer affiliated with Allspring Investments, this additional revenue accrues to Allspring Investments' parent companies. Allspring Investments indirectly benefits from the additional revenue, even though Allspring Investments does not participate in or influence the selection of cash sweep options by clients.

Other Compensation:

Certain mutual funds, private funds and other investments are sponsored by companies that pass through a portion of their revenue to Allspring Investments, creating an incentive for

Allspring Investments to select these investments over similar investments that do not generate revenue share for Allspring. In addition, certain funds or share classes of a fund charge administrative, service or sub-transfer agency fees that are passed through to Allspring Investments, creating an incentive to select those funds or share classes over other funds or share classes that do not charge such fees.

Clients should consider all of the foregoing additional compensation to Allspring when evaluating the amount and appropriateness of the advisory fees that are paid to Allspring Investments in connection with their advisory account(s).

Advisory Fees:

The basic fee schedules for Allspring Investments' institutional separate account clients are indicated below, and can be negotiated between the client and Allspring Investments when circumstances warrant (e.g., large account size, accounts that require special services, etc.). The fee schedule for pooled investment vehicles are found in the pooled vehicle's offering document. Fees may be higher or lower than the standard fee schedule. Allspring Investments generally agrees to charge clients fees for advisory services that are equal to or lower than those set forth below. In certain circumstances in which Allspring Investments or its affiliates provide customized investment advisory services, a higher fee may apply. Variations in fees charged to clients can occur as a result of numerous factors including negotiations and/or discussions that may include the particular circumstances of the investor, account size, account servicing requirements, the size and scope of the overall relationship with Allspring Investments and its affiliates or certain consultants, or as may be otherwise agreed with specific clients on a case-by-case basis.

The minimum account size is noted below for each strategy, where minimum annual fee is stated, and may vary by investment style and asset class and may be negotiated or waived by Allspring Investments. There are no start-up or closing fees payable to Allspring Investments or its affiliates. Allspring Investments generally bills in arrears and any partial periods are prorated over the billing cycle. Allspring Investments typically sends an invoice to clients within 45 days after quarter end for quarterly invoiced accounts and within 30 days following month end for monthly invoiced accounts. Direct deductions from client accounts occur where the client instructs its custodian to direct the charge for its account. In limited circumstances, clients may pay their advisory fees in advance. In such cases, Allspring Investments will refund any prepaid, unearned advisory fees to the client upon termination of the client's account. Advisory agreements are subject to termination by Allspring Investments or a client in accordance with their terms.

Product	Fee	Min Annual Fee	Min Account Size
Factor Enhanced Emerging Markets Equity	First \$100m at 0.20% Next \$400m at 0.18% Over \$500m at 0.15%	\$200,000	\$100m
Factor Enhanced Global Equity	First \$100m at 0.17% Next \$400m at 0.15% Over \$500m at 0.13%	\$170,000	\$100m
Factor Enhanced International Equity	First \$100m at 0.17% Next \$400m at 0.15% Over \$500m at 0.13%	\$170,000	\$100m
Factor Enhanced U.S. Low Volatility	First \$100m at 0.14% Next \$400m at 0.12% Over \$500m at 0.10%	\$140,000	\$100m
Factor Enhanced U.S. Large Cap Equity	First \$100m at 0.14% Next \$400m at 0.12% Over \$500m at 0.10%	\$140,000	\$100m
Factor Enhanced U.S. Small Cap Equity	First \$100m at 0.17% Next \$400m at 0.15% Over \$500m at 0.13%	\$170,000	\$100m
Factor Enhanced Style Premia	First \$100m at 0.40% Next \$400m at 0.35% Over \$500m at 0.30%	\$400,000	\$100m
Factor Enhanced Style Premia Large Cap	First \$100m at 0.40% Next \$400m at 0.35% Over \$500m at 0.30%	\$400,000	\$100m
Factor Enhanced Style Premia Small Cap	First \$100m at 0.40% Next \$400m at 0.35% Over \$500m at 0.30%	\$400,000	\$100m
ACWI Low Volatility	First \$20m at 0.55% Next \$80m at 0.45% Over \$100m at 0.35%	\$110,000	\$20m
Emerging Markets Low Volatility	First \$20m at 0.60% Next \$80m at 0.50% Over \$100m at 0.40%	\$120,000	\$20m
Global Long/Short Equity	Flat fee at 1.00% plus 20% of 12mo incremental return	\$200,000	\$20m
Global Low Volatility	First \$20m at 0.50% Next \$80m at 0.40% Over \$100m at 0.30%	\$100,000	\$20m
Managed Futures World Hedged	First \$20m at 0.30% Next \$80m at 0.20% Over \$100m at 0.15%	\$60,000	\$20m

Options Overlay	First \$20m at 0.40% Next \$80m at 0.30% Over \$100m at 0.20%	\$80,000	\$20m
U.S. Long Short Equity	Flat fee at 1.00% plus 20% of 12mo incremental return	\$200,000	\$20m
U.S. Low Volatility	First \$20m at 0.40% Next \$80m at 0.30% Over \$100m at 0.20%	\$80,000	\$20m
U.S. Market Neutral Dynamic Volatility	Flat fee at 1.00% plus 20% of 12mo incremental return	\$200,000	\$20m
U.S. Low Volatility Small Cap	First \$20m at 0.60% Next \$80m at 0.50% Over \$100m at 0.40%	\$120,000	\$20m
U.S. Large Company Value	First \$20m at 0.60% Next \$80m at 0.40% Over \$100m at 0.30%	\$120,000	\$20m
Risk Managed U.S. Equity	First \$25m at 0.50% Next \$25m at 0.45% Over \$50m at 0.40%	\$100,000	\$20m
Risk Managed Overlay	First \$25m at 0.37% Next \$25m at 0.33% Over \$50m at 0.29%	\$74,000	\$20m
U.S. Equity Enhanced Income	First \$25m at 0.55% Next \$25m at 0.50% Over \$50m at 0.45%	\$110,000	\$20m
U.S. Equity Income	First \$25m at 0.45% Next \$25m at 0.40% Over \$50m at 0.35%		
U.S. Option Income Overlay	First \$20m at 0.40% Next \$80m at 0.30% Over \$100m at 0.20%	\$80,000	\$20m
Global Option Income Overlay	First \$20m at 0.40% Next \$80m at 0.30% Over \$100m at 0.20%	\$80,000	\$20m
Long Credit Alternative	First \$100m at 0.25% Next \$250m at 0.20% Over \$350m at 0.15%	\$187,500	\$75m
Intrinsic Emerging Markets Small Cap Equity	First \$50m at 1.15% Next \$50m at 1.05% Over \$100m at 1.00%	\$287,500	\$25m
Intrinsic Emerging Markets Equity	First \$50m at 0.95% Next \$50m at 0.90% Over \$100m at 0.80%	\$237,500	\$25m
Intrinsic Emerging Markets ex-China Equity	First \$50m at 0.95% Next \$50m at 0.90% Over \$100m at 0.80%	\$237,500	\$25m

Intrinsic Emerging Markets Large-Mid Cap Equity	First \$50m at 0.90% Next \$50m at 0.85% Over \$100m at 0.80%	\$225,000	\$25m
Emerging Markets Equity CEF	Flat fee at 1.00%	\$250,000	\$25m
Fixed Income Bond CEF	Flat fee of 0.40%	\$100,000	\$25m
International Equity MSCI ACWI ex-U.S. CEF	Flat fee at 0.85%	\$212,500	\$25m
U.S. All Cap Equity CEF	Flat fee at 0.60%	\$150,000	\$25m
Compass Utilities Equity	First \$100m at 0.30% Next \$200m at 0.28% Next \$500m at 0.25% Over \$800m at 0.20%	\$300,000	\$100m
Focused Global Equity-USD	First \$25m at 0.80% Next \$25m at 0.75% Over \$50m at 0.70%	\$80,000	\$10m
Focused International Equity	First \$50m at 0.75% Next \$50m at 0.70% Over \$100m at 0.60%	\$75,000	\$10m
EAFE Equity	First \$50m at 0.75% Next \$50m at 0.7% Over \$100m at 0.60%	\$75,000	\$10m
Focused SMID Cap Equity	First \$25m at 0.85% Next \$25m at 0.75% Next \$50m at 0.70% Over \$100m at 0.65%	\$42,500	\$5m
Discovery All Cap Growth Equity	First \$25m at 0.80% Next \$25m at 0.70% Next \$50m at 0.65% Over \$100m at 0.60%	\$80,000	\$10m
Discovery Large Cap Growth Equity	First \$25m at 0.65% Next \$25m at 0.50% Next \$50m at 0.45% Over \$100m at 0.40%	\$65,000	\$10m
Discovery Mid Cap Growth Equity	First \$25m at 0.80% Next \$25m at 0.70% Next \$50m at 0.65% Over \$100m at 0.60%	\$80,000	\$10m
Discovery SMID Cap Growth Equity	First \$25m at 0.85% Next \$25m at 0.75% Next \$50m at 0.70% Over \$100m at 0.65%	\$85,000	\$10m
Discovery Small Cap Growth Equity	First \$25m at 0.90% Next \$25m at 0.80% Next \$50m at 0.75% Over \$100m at 0.70%	\$45,000	\$5m

Discovery U.S. ESG Select Growth Equity	First \$25m at 0.65% Next \$25m at 0.50% Next \$50m at 0.45% Over \$100m at 0.40%	\$65,000	\$10m
2 Degree Global Equity	First \$25m at 0.65% Next \$25m at 0.60% Over \$50m at 0.55%	\$70,000	\$20m
Climate Focused Emerging Markets Equity	First \$25m at 0.40% Next \$25m at 0.35% Over \$50m at 0.30%	\$80,000	\$20m
Climate Focused Global Equity	First \$25m at 0.35% Next \$25m at 0.30% Over \$50m at 0.25%	\$70,000	\$20m
Climate Focused U.S. Equity	First \$25m at 0.30% Next \$25m at 0.25% Over \$50m at 0.22%	\$60,000	\$20m
Large Cap Core Equity	First \$25m at 0.50% Next \$25m at 0.45% Over \$50m at 0.40%	\$100,000	\$20m
SMID Cap Core Equity	First \$25m at 0.60% Next \$25m at 0.55% Over \$50m at 0.50%	\$120,000	\$20m
Disciplined Large Cap Equity	First \$25m at 0.30% Next \$25m at 0.25% Over \$50m at 0.22%	\$60,000	\$20m
Disciplined Large Cap Equity (Custom)	First \$25m at 0.30% Next \$25m at 0.25% Over \$50m at 0.22%	\$60,000	\$20m
Disciplined Large Cap Equity (Russell 1000)	First \$25m at 0.30% Next \$25m at 0.25% Over \$50m at 0.22%	\$60,000	\$20m
Disciplined Small Cap Equity	First \$25m at 0.45% Next \$25m at 0.40% Over \$50m at 0.35%	\$90,000	\$20m
Global Dividend Payers Equity	First \$25m at 0.70% Next \$25m at 0.60% Next \$50m at 0.50% Over \$100m at 0.40%	\$70,000	\$10m
S&P 500 Index Strategy	First \$100m at 0.07% Over \$100m at 0.03%	\$7,000	\$20m
Global Equity Income	First \$25m at 0.65% Next \$25m at 0.60% Over \$50m at 0.55%	\$70,000	\$20m
Aggressive OCIO	First \$100m at 0.15% Next \$400m at 0.10% Over \$500m at 0.05%	\$75,000	\$50m

Conservative OCIO	First \$100m at 0.15% Next \$400m at 0.10% Over \$500m at 0.05%	\$75,000	\$50m
Moderately Aggressive OCIO	First \$100m at 0.15% Next \$400m at 0.10% Over \$500m at 0.05%	\$75,000	\$50m
Moderately Conservative OCIO	First \$100m at 0.15% Next \$400m at 0.10% Over \$500m at 0.05%	\$75,000	\$50m
Moderate OCIO	First \$100m at 0.15% Next \$400m at 0.10% Over \$500m at 0.05%	\$75,000	\$50m
Dynamic All Cap Growth Equity	First \$25m at 0.80% Next \$25m at 0.70% Next \$50m at 0.65% Over \$100m at 0.60%	\$80,000	\$10m
Dynamic Large Cap Growth Equity	First \$25m at 0.65% Next \$25m at 0.50% Next \$50m at 0.45% Over \$100m at 0.40%	\$65,000	\$10m
Dynamic Premier Growth Equity	First \$25m at 0.70% Next \$25m at 0.60% Next \$50m at 0.50% Over \$100m at 0.45%	\$70,000	\$10m
Dynamic Small Cap Growth Equity	First \$25m at 0.90% Next \$25m at 0.80% Next \$50m at 0.75% Over \$100m at 0.70%	\$45,000	\$5m
LT Large Cap Growth Equity	First \$10m at 0.60% Next \$10m at 0.40% Over \$20m at 0.30%	\$60,000	\$10m
LT Large Cap Fundamental Dividend	First \$10m at 0.60% Next \$10m at 0.40% Over \$20m at 0.30%	\$60,000	\$10m
LT Large Cap Fundamental Equity	First \$10m at 0.60% Next \$10m at 0.40% Over \$20m at 0.30%	\$60,000	\$10m
Select All Cap Equity	First \$25m at 0.80% Next \$25m at 0.70% Next \$50m at 0.65% Over \$100m at 0.60%	\$80,000	\$10m
Select Mid Cap Equity	First \$25m at 0.80% Next \$25m at 0.70% Next \$50m at 0.65% Over \$100m at 0.60%	\$80,000	\$10m

Select SMID Cap Equity	First \$25m at 0.85% Next \$25m at 0.75% Next \$50m at 0.70% Over \$100m at 0.65%	\$85,000	\$10m
Select Real Estate	First \$25m at 0.75% Next \$25m at 0.70% Next \$50m at 0.55% Over \$100m at 0.50%	\$37,500	\$5m
Select Small Cap Equity	First \$25m at 0.90% Next \$25m at 0.80% Next \$50m at 0.75% Over \$100m at 0.70%	\$45,000	\$5m
Precious Metals	First \$10m at 0.95% Next \$15m at 0.85% Next \$25m at 0.75% Next \$50m at 0.65% Over \$100m at 0.60%	\$95,000	\$10m
Select Concentrated Equity	First \$25m at 0.90% Next \$25m at 0.80% Next \$50m at 0.75% Over \$100m at 0.70%	\$90,000	\$10m
Total All China Equity	First \$50m at 0.95% Next \$50m at 0.90% Next \$100m at 0.80% Over \$200m at 0.70%	\$190,000	\$20m
Total China A Focus	First \$50m at 0.95% Next \$50m at 0.90% Next \$100m at 0.80% Over \$200m at 0.70%	\$190,000	\$20m
Total Emerging Markets Equity Income	First \$50m at 0.95% Next \$50m at 0.90% Over \$100m at 0.80%	\$190,000	\$20m
Total Emerging Markets Equity Income Plus	First \$50m at 0.95% Next \$50m at 0.90% Over \$100m at 0.80%	\$190,000	\$20m
Total Emerging Markets Prosperity	First \$50m at 0.95% Next \$50m at 0.90% Over \$100m at 0.80%	\$190,000	\$20m
Special Global Small Cap Equity	First \$50m at 0.95% Over \$50m at 0.85%	\$95,000	\$10m
Special International Small Company Equity	First \$50m at 0.95% Over \$50m at 0.85%	\$95,000	\$10m
Special U.S. Large Cap Value Equity	First \$25m at 0.65% Next \$25m at 0.50% Next \$50m at 0.45% Over \$100m at 0.40%	\$65,000	\$10m

Special U.S. Mid Cap Value Equity	First \$25m at 0.80% Next \$25m at 0.70% Next \$50m at 0.65% Over \$100m at 0.60%	\$80,000	\$10m
Special U.S. Small Cap Value Equity	First \$25m at 1.00% Next \$25m at 0.90% Next \$50m at 0.85% Over \$100m at 0.80%	\$100,000	\$10m
Essential Small Cap Value Equity	First \$25m at 0.90% Next \$25m at 0.80% Next \$50m at 0.75% Over \$100m at 0.70%	\$90,000	\$10m
Essential Tax-Advantaged Small Cap Equity	First \$25m at 0.90% Next \$25m at 0.80% Next \$50m at 0.75% Over \$100m at 0.70%	\$90,000	\$10m
U.S. Core Fixed Income	First \$50m at 0.30% Next \$50m at 0.25% Next \$100m at 0.20% Over \$200m at 0.15%	\$275,000	\$100m
U.S. Long Credit Fixed Income	First \$50m at 0.30% Next \$50m at 0.25% Over \$100m at 0.20%	\$275,000	\$100m
U.S. Short Duration Fixed Income	First \$25m at 0.25% Over \$25m at 0.20%	\$212,500	\$100m
Alternative Risk Premia	First \$25m at 0.55% Next \$75m at 0.50% Over \$100m at 0.45%	\$625,000	\$125m
Capital Efficient Multi Sector BOLI	First \$100m at 0.22% Next \$100m at 0.20% Over \$200m at 0.18%	\$320,000	\$150m
Diversified Exposures	First \$10m at 1.00% Next \$10m at 0.85% Next \$30m at 0.70% Over \$50m at 0.50%	\$200,000	\$20m
Diversified Income Builder	First \$10m at 0.85% Next \$40m at 0.65% Over \$50m at 0.50%	\$850,000	\$100m
DRH Put Replication Overlay 0% to 25%	First \$50m at 0.20% Next \$50m at 0.15% Over \$100m at 0.10%	\$50,000	\$25m
DRH Put Replication Overlay 26% to 50%	First \$50m at 0.20% Next \$50m at 0.15% Over \$100m at 0.10%	\$50,000	\$25m
DRH Put Replication Overlay 51% to 75%	First \$50m at 0.20% Next \$50m at 0.15% Over \$100m at 0.10%	\$50,000	\$25m

DRH Put Replication Overlay 76% to 100%	First \$50m at 0.20% Next \$50m at 0.15% Over \$100m at 0.10%	\$50,000	\$25m
DRH Volatility Management Overlay 0% to 25%	First \$50m at 0.20% Next \$50m at 0.15% Over \$100m at 0.10%	\$50,000	\$25m
DRH Volatility Management Overlay 26% to 50%	First \$50m at 0.20% Next \$50m at 0.15% Over \$100m at 0.10%	\$50,000	\$25m
DRH Volatility Management Overlay 51% to 75%	First \$50m at 0.20% Next \$50m at 0.15% Over \$100m at 0.10%	\$50,000	\$25m
DRH Volatility Management Overlay 76% to 100%	First \$50m at 0.20% Next \$50m at 0.15% Over \$100m at 0.10%	\$50,000	\$25m
Global Equity Enhanced Income	First \$25m at 0.80% Next \$25m at 0.75% Over \$50m at 0.65%	\$160,000	\$20m
Climate Transition Global Investment Grade Credit	First \$50m at 0.30% Next \$50m at 0.25% Next \$200m at 0.20% Over \$300m at 0.15%	\$150,000	\$50m
Global Investment Grade Credit	First \$50m at 0.30% Next \$50m at 0.25% Next \$200m at 0.20% Over \$300m at 0.15%	\$150,000	\$50m
Global Index Allocation	First \$100m at 0.26% Next \$100m at 0.23% Over \$200m at 0.18%	\$260,000	\$100m
Risk Allocator Growth	First \$20m at 0.75% Next \$30m at 0.60% Next \$50m at 0.50% Next \$100m at 0.40% Over \$200m at 0.25%	\$150,000	\$20m
Growth Balanced	First \$20m at 0.75% Next \$30m at 0.60% Next \$50m at 0.50% Next \$100m at 0.40% Over \$200m at 0.25%	\$150,000	\$20m
Income Plus	First \$25m at 0.50% Next \$25m at 0.45% Over \$50m at 0.40%	\$125,000	\$25m
Index Asset Allocation	First \$100m at 0.20% Next \$100m at 0.18% Over \$200m at 0.15%	\$200,000	\$20m
Moderate Balanced	First \$20m at 0.75% Next \$30m at 0.60% Next \$50m at 0.50% Next \$100m at 0.40% Over \$200m at 0.25%	\$150,000	\$20m

Real Return	First \$25m at 0.45% Next \$25m at 0.40% Over \$50m at 0.35%	\$22,500	\$5m
Risk Allocator Preserve	First \$100m at 0.35% Next \$100m at 0.30% Over \$200m at 0.25%	\$70,000	\$20m
Spectrum Aggressive Growth	First \$100m at 0.35% Next \$150m at 0.28% Next \$250m at 0.20% Next \$500m at 0.16% Over \$1b at 0.12%	\$87,500	\$25m
Spectrum Conservative Growth	First \$100m at 0.35% Next \$150m at 0.28% Next \$250m at 0.20% Next \$500m at 0.16% Over \$1b at 0.12%	\$87,500	\$25m
Spectrum Growth	First \$100m at 0.35% Next \$150m at 0.28% Next \$250m at 0.20% Next \$500m at 0.16% Over \$1b at 0.12%	\$87,500	\$25m
Spectrum Income Allocation	First \$100m at 0.35% Next \$150m at 0.28% Next \$250m at 0.20% Next \$500m at 0.16% Over \$1b at 0.12%	\$87,500	\$25m
Spectrum Moderate Growth	First \$100m at 0.35% Next \$150m at 0.28% Next \$250m at 0.20% Next \$500m at 0.16% Over \$1b at 0.12%	\$87,500	\$25m
Tactical Asset Allocation (TAA) Overlay - 10% Shift	First \$100m at 0.15% Next \$150m at 0.12% Next \$250m at 0.10% Next \$500m at 0.08% Over \$1b at 0.06%	\$49,500	\$33m
Tactical Asset Allocation (TAA) Overlay - 15% Shift	First \$100m at 0.15% Next \$150m at 0.12% Next \$250m at 0.10% Next \$500m at 0.08% Over \$1b at 0.06%	\$49,500	\$33m
Universal Tactical Asset Allocation - 10% Shift	First \$100m at 0.15% Next \$150m at 0.12% Next \$250m at 0.10% Next \$500m at 0.08% Over \$1b at 0.06%	\$49,500	\$33m
U.S. Equity All Cap	First \$25m at 0.55% Next \$25m at 0.50% Over \$50m at 0.45%		

U.S. Aggregate Income Focus	First \$50m at 0.30% Next \$50m at 0.25% Next \$100m at 0.20% Over \$200m at 0.15%	\$120,000	\$40m
U.S. Credit Focus	First \$50m at 0.30% Next \$50m at 0.25% Next \$100m at 0.20% Over \$200m at 0.15%	\$120,000	\$40m
U.S. Intermediate Credit Focus	First \$50m at 0.30% Next \$50m at 0.25% Next \$100m at 0.20% Over \$200m at 0.15%	\$120,000	\$40m
U.S. Intermediate Income Focus	First \$50m at 0.30% Next \$50m at 0.25% Next \$100m at 0.20% Over \$200m at 0.15%	\$120,000	\$40m
U.S. Structured Focus	First \$50m at 0.30% Next \$50m at 0.25% Next \$100m at 0.20% Over \$200m at 0.15%	\$120,000	\$40m
U.S. Passive Agg ex Corp Bond	First \$100m at 0.12% Next \$100m at 0.10% Over \$200m at 0.08%	\$60,000	\$50m
U.S. Smart Beta High Yield Bond	First \$100m at 0.20% Next \$100m at 0.18% Over \$200m at 0.16%	\$100,000	\$50m
U.S. Smart Beta Investment Grade Bond	First \$100m at 0.12% Next \$100m at 0.10% Over \$200m at 0.08%	\$60,000	\$50m
U.S. Adjustable Rate	First \$50m at 0.30% Over \$50m at 0.25%	\$150,000	\$50m
U.S. Bank Loan	Flat Fee at 0.50%	\$250,000	\$50m
U.S. Core Aggregate Bond	First \$50m at 0.30% Next \$50m at 0.25% Over \$100m at 0.20%	\$75,000	\$25m
U.S. Core Aggregate Bond 2	First \$50m at 0.30% Next \$50m at 0.25% Over \$100m at 0.20%	\$75,000	\$25m
U.S. Core Plus Bond	First \$50m at 0.35% Next \$50m at 0.30% Over \$100m at 0.25%	\$87,500	\$25m
U.S. Enhanced Core Bond	First \$25m at 0.35% Next \$25m at 0.30% Over \$50m at 0.25%	\$87,500	\$25m
U.S. High Yield Bond	First \$50m at 0.55% Over \$50m at 0.45%	\$275,000	\$50m
U.S. Intermediate Government/Credit	First \$50m at 0.30% Over \$50m at 0.20%	\$75,000	\$25m

U.S. Long Government Credit	First \$50m at 0.30% Next \$50m at 0.25% Over \$100m at 0.20%	\$212,500	\$75m
U.S. Corporate Plus	First \$100m at 0.30% Over \$100m at 0.20%	\$75,000	\$25m
U.S. Mortgage-Focused Government	First \$25m at 0.30% Next \$25m at 0.25% Over \$50m at 0.20%	\$75,000	\$25m
U.S. Short-Term High Yield	First \$50m at 0.50% Over \$50m at 0.45%	\$250,000	\$50m
U.S. Short-Term High Yield ex Loans	First \$50m at 0.50% Over \$50m at 0.45%	\$250,000	\$50m
U.S. Short-Term Plus	First \$50m at 0.25% Next \$50m at 0.20% Over \$100m at 0.15%	\$100,000	\$40m
U.S. Small Issuer Long Credit	First \$100m at 0.25% Next \$250m at 0.20% Over \$350m at 0.15%	\$187,500	\$75m
U.S. Treasury Inflation Protected	First \$50m at 0.25% Next \$50m at 0.20% Over \$100m at 0.15%	\$62,500	\$25m
U.S. Ultra Short Plus	First \$100m at 0.20% Over \$100m at 0.15%	\$100,000	\$50m
Municipal	First \$50m at 0.30% Next \$50m at 0.20% Next \$400m at 0.15% Over \$500m at 0.12%	\$150,000	\$50m
Municipal High Yield	First \$50m at 0.50% Over \$50m at 0.45%	\$250,000	\$50m
Municipal Intermediate	First \$50m at 0.30% Next \$50m at 0.20% Next \$400m at 0.15% Over \$500m at 0.12%	\$150,000	\$50m
Municipal Plus	First \$50m at 0.30% Next \$50m at 0.20% Next \$400m at 0.15% Over \$500m at 0.12%	\$150,000	\$50m
Municipal Short-Term	First \$50m at 0.25% Next \$50m at 0.20% Over \$100m at 0.15%	\$100,000	\$40m
Municipal Short-Term Plus	First \$50m at 0.25% Next \$50m at 0.20% Over \$100m at 0.15%	\$100,000	\$40m
Municipal Sustainability	First \$50m at 0.30% Next \$50m at 0.20% Next \$400m at 0.15% Over \$500m at 0.12%	\$150,000	\$50m

Municipal Ultra Short	First \$50m at 0.25% Next \$50m at 0.20% Over \$100m at 0.15%	\$100,000	\$40m
Municipal Ultra Short Plus	First \$50m at 0.25% Next \$50m at 0.20% Over \$100m at 0.15%	\$100,000	\$40m
Taxable Municipal Fixed Income	First \$50m at 0.30% Next \$50m at 0.20% Next \$400m at 0.15% Over \$500m at 0.12%	\$150,000	\$50m
U.S. Cash Tax-Advantaged	First \$100m at 0.10% Over \$100m at 0.08%	\$80,000	\$80m
U.S. Enhanced Cash Tax-Advantaged	First \$100m at 0.10% Over \$100m at 0.08%	\$80,000	\$80m
U.S. Limited Duration Tax-Advantaged	First \$100m at 0.10% Over \$100m at 0.08%	\$80,000	\$80m
U.S. Taxable 1 Year	First \$100m at 0.10% Over \$100m at 0.08%	\$80,000	\$80m
U.S. Taxable 1-3 Year	First \$100m at 0.10% Over \$100m at 0.08%	\$80,000	\$80m
U.S. Taxable 1-5 Year	First \$100m at 0.10% Over \$100m at 0.08%	\$80,000	\$80m
U.S. Taxable 3 Month	First \$100m at 0.10% Over \$100m at 0.08%	\$80,000	\$80m
U.S. Taxable 6 Month	First \$100m at 0.10% Over \$100m at 0.08%	\$80,000	\$80m

OTHER CONSIDERATIONS

The above section describes Allspring Investments' basic fee schedules for separately managed client accounts; however, as mentioned previously, fees are negotiable and arrangements with any particular client could vary from the fees specified above.

Special Circumstances - Offshore Clients. Allspring Investments also manages some accounts for clients based outside of the United States. In consideration of the enhanced administrative costs associated with such accounts, Allspring Investments may negotiate fees that are higher than the fees specified above where the market and service plan dictate doing so.

Model Portfolios - Allspring Investments provides non-discretionary investment management services to other investment advisers in the form of model portfolios. Allspring Investments receives compensation from other investment advisers for providing these services. The fees associated with these services are determined on a case-by-case basis.

Wrap Fee Programs - Participants in wrap fee programs typically pay a "wrap" fee to the program sponsor that covers advisory, brokerage, custody and other services provided to the

account. With respect to such programs, Allspring Investments receives compensation from its affiliate, Allspring Funds Management, which contracts directly with program sponsors. For information on the fees charged to participants by program sponsors, participants should consult with the program sponsor or refer to the sponsor's wrap fee program brochure.

Sub-Advisory Fees – In connection with the investment advisory services Allspring Investments provides, Allspring Investments may engage affiliated investment advisers (each an affiliated “Sub-adviser”) to implement investment recommendations. In accordance with its agreement with each affiliated Sub-adviser, Allspring Investments pays a portion of the advisory fees that it receives to the Sub-adviser for its sub-advisory services and retains the remainder as revenue. Allspring Investments has an incentive to select affiliated Sub-advisers over unaffiliated Sub-advisers because a greater portion of the fees remain within the Allspring family of companies than if Allspring Investments used a third party to provide these services. For additional information concerning these conflicts of interest and how they are addressed, refer to Item 10.

Additional information relating to potential conflicts of interest can be found in Item 6 - Performance-Based Fees and Side-By-Side Management, Item 11 - Code of Ethics, Participation or Interest in Client Transactions, and Personal Trading, and Item 12 - Brokerage Practices within this Brochure.

Item 6 - Performance-Based Fees and Side-By-Side Management

PERFORMANCE FEES

Allspring Investments receives performance-based fees from some of its client accounts. Because Allspring Investments manages accounts that charge performance-based fees and other accounts that do not, there is an incentive for Allspring Investments to favor those accounts that charge a performance-based fee over those accounts that charge an asset-based fee. For example, Allspring Investments could be in a position to earn more in investment advisory fee revenue if it were to allocate more profitable trading opportunities to its performance-based fee accounts rather than its asset-based fee accounts. Similarly, portfolio managers could have an incentive to favor accounts that charge performance-based fees, over other accounts that do not, if a portfolio manager can increase his or her compensation by making recommendations or decisions that generate more advisory fee revenue for Allspring Investments.

Allspring Investments has adopted policies and procedures that are reasonably designed to ensure that all accounts are treated fairly and equitably to prevent this potential conflict from influencing the allocation of investment opportunities among clients. Such policies and procedures prohibit any trade allocation practice whereby any particular account or group of accounts receive more favorable treatment than other client accounts. Allspring Investments manages accounts (pursuing the same investment strategy) in a similar manner, with similar investments and similar allocations whenever possible, consistent with individual client guidelines and requirements. In addition, the compensation of Allspring Investments' portfolio managers is designed to avoid creating an incentive to favor accounts that pay a performance-based fee over accounts that do not.

Some of the performance fee methods of calculation include the following:

- Performance fee computations based on annual achieved returns of the client's portfolio against the designated benchmark.
- Performance fee equaling a percentage of the performance of the client's portfolio in excess of the designated benchmark.
- A base fee on all balances in the client's portfolio plus a percentage of the incremental outperformance (performance of the client's portfolio in excess of the designated benchmark).

Item 7 - Types of Clients

Allspring Investments has established minimum account requirements. The minimum account size for each strategy is noted in the chart included in Item 5 – Fees and Compensation. The minimum account requirements, which vary by investment style and asset class, can be negotiated with the client, or waived by Allspring Investments. Allspring Investments provides services to a diverse group of clients including, but not limited to the following:

- Institutional clients, corporations or other business entities
- Public funds and municipalities
- Retirement plans
- Foundations, endowments, trusts and estates
- Mutual funds, CITs, and pooled vehicles (e.g., Undertakings for the Collective Investment in Transferable Securities (“UCITS”), Alternative Investment Funds (“AIFs”), etc.)
- Taft-Hartley plans, governmental plans, pension funds, and unions
- Health services organizations
- Insurance organizations
- Wrap program sponsors
- Charitable organizations and non-profit entities
- Sovereign wealth funds/central banks
- Private funds and hedge funds (i.e., 3cfunds)
- Individuals, including high net worth individuals

Item 8 - Methods of Analysis, Investment Strategies and Risk of Loss

ANALYSIS

Allspring Investments' investment methods include quantitative, qualitative, and cyclical analyses using Allspring Investments' proprietary and vended systems, databases, trading systems, and third-party data reporting. Allspring Investments also uses a wide variety of publicly available market and economic factors to make asset allocation and investment decisions. This information comes from many different sources including financial newspapers, magazines and journals, economic and market databases, research materials prepared by others, on-line services, press releases, third-party services, and publicly available filings with governmental and regulatory agencies. Depending on the type of asset class, investment, and strategy, Allspring Investments' investment processes include an examination of one or more of the following:

- Pricing and valuation gaps between asset classes
- Short-term and longer-term macroeconomic, microeconomic and market trends in both the U.S. and foreign markets
- U.S. and foreign legislative and political developments
- Proprietary quantitative models and screens
- Valuation analysis to objectively assess the value of assets
- Proprietary credit analysis
- Business model analysis to identify sustainable earnings growth
- Debt and cash flow analysis
- Bottom-up company specific analysis to find securities with under-appreciated prospects
- Environmental, Social and Governance ("ESG") risk analysis

Allspring Investments also provides non-discretionary services that include providing securities ranking information and/or model portfolios to other investment advisers. For certain strategies, Allspring Investments employs models that utilize a quantitative (a system of analysis using complex mathematical and statistical modeling, measurement and research) investment approach through which investment recommendations are model-driven through a proprietary system. The quantitative models assess companies with regard to, among other things, valuation, earnings, and quality; and that assessment is translated into rankings/scores that identify companies as relatively more or less attractive than others. For certain strategies, client accounts are quantitatively (as defined above) managed independent of one another in accordance with specific client mandates, restrictions and instructions. Given specific constraints of an individual client account and the trade cycle and rotation of trading client accounts, instances may arise when one or more client account holds a long position in a specific

security, while one or more client account holds a short position in the same security. These instances may also arise considering benchmark-relative investment mandates and the level at which individual client accounts hold a significant overweight or underweight position in an individual security.

INVESTMENT STRATEGIES

Allspring Investments' investment approach also includes investment selection and asset allocation based on one or more of the following strategies:

- Trading strategies based on potential relative attractiveness
- Use of when-issued or delayed-delivery instruments
- Foreign currency investments for modifying currency exchange exposure
- Buying or selling of futures, options, or swap agreements, as well as other derivatives, to manage risk or to enhance return
- Use of leverage to target a specific anticipated risk or return
- Tax efficient strategies
- ESG, sustainability and climate-related risks or characteristics

RISK OF LOSS

All investments in financial instruments include a risk of loss that clients should be prepared to bear. This includes loss of principal (invested amount) and any profits that have not been realized. Stock markets and bond markets fluctuate substantially over time and because there is a risk of loss due to circumstances outside of Allspring Investments' control, Allspring Investments cannot guarantee any level of performance or that clients will not experience a loss in their accounts. Below is a list of material risks associated with our investment strategies:

CURRENCY RISK

Changes in exchange rates between currencies or the conversion from one currency to another may cause the value of an account's investments to diminish or increase. Currency exchange rates may fluctuate significantly over short periods of time. They generally are determined by supply and demand in the currency exchange markets, the relative merits of investments in different countries, actual or perceived changes in interest rates and other complex factors. Currency exchange rates also can be affected, unpredictably, by intervention (or the failure to intervene), by relevant governments or central banks, or by currency controls or political developments.

CYBERSECURITY RISK

Cybersecurity risk is the risk of potential harm or loss of information security as a result of breaches or attacks on technology and technology infrastructure. Technology use is a key, and ever growing, component of many businesses and core to business operations. However, breaches or attacks can result in the loss of sensitive data and/or delay or halt access to technology and data that such businesses rely on for those core operations. Examples of threats include inappropriate access to networks, ransomware, phishing, denial of services, malware and more. Such incidents could impact Allspring Investments' ability to effectively execute or settle trades, value securities and/or calculate net asset values ("NAVs"). Cyber risks also apply to broker-dealers, custodian banks, insurance companies, consultants or other relationships with whom Allspring Investments interacts as necessary to service client accounts. In addition, Allspring Investments does not have direct control of the cybersecurity programs of these relationships. Allspring Investments' technology infrastructure is maintained by Allspring Engineering and Technology team as well as through a TSA, as described in Item 4 above is subject to robust information security policies, which are designed to safeguard the security and confidentiality of client information as well as prevent, detect and mitigate cyber risks. However, there remains the possibility that Allspring Investments is not fully prepared for such risks or that certain risks have not been identified.

DEBT SECURITIES AND LOANS RISK

Debt securities, such as notes, bonds and loans are subject to credit risk and interest rate risk. Credit risk is the possibility that an issuer or credit support provider of an instrument will be unable to make interest payments or repay principal when due. Changes in the financial strength of an issuer or credit support provider or changes in the credit rating of a security may affect its value. Interest rate risk is the risk that market interest rates may increase, which tends to reduce the resale value of certain debt securities, including U.S. Government obligations. Debt securities with longer durations are generally more sensitive to interest rate changes than those with shorter durations. Changes in market interest rates do not affect the rate payable on an existing debt security, unless the instrument has adjustable or variable rate features, which can reduce its exposure to interest rate risk. Changes in market interest rates may also extend or shorten the duration of certain types of instruments, such as asset-backed securities, thereby affecting their value.

DERIVATIVES RISK

The term "derivatives" covers a broad range of investments, including futures, options and swap agreements. In general, a derivative refers to any financial instrument whose value is derived, at least in part, from the price of another security, index, asset, or rate. The use of derivatives presents risks

different from, and possibly greater than, the risks associated with investing directly in traditional securities. The use of derivatives can lead to losses because of adverse movements in the price or value of the underlying security, index, asset, or rate, which may be magnified by certain features of the derivatives, such as their ability to generate leverage. These risks are heightened when the portfolio manager uses derivatives to enhance return or as a substitute for a position or security, rather than solely to hedge (or offset) the risk of a position or security held. The success of Allspring Investments' derivatives strategies will also be affected by its ability to assess and predict the impact of market or economic developments on the underlying security, index, asset, or rate, as well as the derivative itself, without the benefit of observing the performance of the derivative under all possible market conditions.

EMERGING MARKETS RISK

Emerging markets securities typically present even greater exposure to the risks described under "Foreign Investment Risk" and may be particularly sensitive to certain economic changes. For example, emerging market countries are typically more dependent on exports and are therefore more vulnerable to recessions in other countries. Emerging markets may be undercapitalized and have less developed legal and financial systems than markets in the developed world. Additionally, emerging markets may have volatile currencies and may be more sensitive than more mature markets to a variety of economic factors. Emerging markets securities also may be less liquid than securities of more developed countries and could be difficult to sell, particularly during a market downturn.

EQUITY RISK

Stock values fluctuate in response to the activities of individual companies and general market and economic conditions. Investments in equity securities may be more volatile and carry more risks than some other forms of investment. The price of equity securities may rise or fall because of changes in the broad market or changes in a company's financial condition, sometimes rapidly or unpredictably. These price movements may result from factors affecting individual companies, sectors, or industries selected for a portfolio, or the securities market as a whole caused by changes in economic or political conditions. Some equity securities may be more sensitive to changes in the earnings of their underlying companies and hence more volatile than the broader equity market. Other equities may have increased risks in situations where companies may not have sufficient resources to continue as an ongoing business, which would result in the stock of such companies potentially becoming worthless. During periods of adverse economic and market conditions, the prices of equity securities may fall despite favorable earnings trends. All strategies are ultimately affected by impacts to the individual issuers, such as changes in an issuer's profitability and credit quality, or changes in tax, regulatory, market, or economic developments.

ERROR RISK

Errors may occur in an account managed by Allspring Investments. Allspring maintains an Error and Incident Policy and supporting process in place to identify, escalate, remediate, and report errors and incidents. The policies apply to all legal entities, jurisdictions, and business areas, including but not limited to Investments, Trading, Operations, Distribution, and support activities. Quarterly reporting is provided to the Compliance and Operations Committee. Investment management, portfolio trading and operational support activities, are inherently complex processes that pose operational and compliance risks. These risks may, from time to time, manifest themselves and result in an error.

Allspring Investments will address and resolve errors on a case-by-case basis, in its sole discretion, based on each error's facts and circumstances, including regulatory requirements, contractual obligations and business practices. Allspring Investments is not obligated to follow any single method of resolving errors.

When Allspring Investments determines that reimbursement is appropriate, the account will be compensated as determined in good faith by Allspring Investments. The calculation of the amount of any loss will depend on the facts and circumstances of the error, and the methodology used by an adviser may vary. Unless prohibited by applicable regulations or a specific agreement with a client, Allspring will generally net a client's gains and losses from the error or a series of related errors with the same root cause and compensate the client for the net loss or permit the client to retain the net gain. In general, compensation is expected to be limited to direct monetary losses and will not include any amounts that Allspring deems to be speculative or uncertain, nor will it cover investment losses not caused by the error. Any loss amount that results from technology or service provider failures that are beyond our reasonable control will not be compensated. Allspring may elect to establish an error account for the resolution of errors which may be used depending on the facts and circumstances.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE ("ESG") RISK

Investing in portfolios that employ an ESG strategy carries the risk that, under certain market conditions, the investments may underperform products that invest in a broader array of investments.

- Data Quality - In assessing the eligibility of an issuer in terms of ESG characteristics, there is a dependence upon information and data from third-party providers. ESG information from third-party data providers may be incomplete, inaccurate or unavailable. As a result, there is a risk that Allspring Investments may incorrectly assess a security or

issuer, resulting in the incorrect inclusion or exclusion of a security in the assets under the fund or account.

- Opportunity Costs - There is also a risk that Allspring Investments may not apply the relevant criteria of the ESG information correctly or that the relevant mandates could have indirect exposure to issuers who do not meet the relevant criteria. To the extent that Allspring Investments uses ESG criteria as a basis for including or excluding securities from a portfolio, Allspring Investments may forego opportunities in individual securities and/or sectors of securities which could have a positive or negative impact on performance and may cause the performance profile of the portfolio to differ from that of other mandates which invest in a similar universe of potential investments but which do not apply ESG-related criteria.
- Variation in industry standards and interpretation - The lack of common or harmonized definitions and labels regarding ESG-related criteria may result in different approaches by investment managers when setting ESG objectives making it difficult to compare mandates with ostensibly similar objectives, but which employ different security selection and exclusion criteria. Consequently, the performance profile of otherwise similar mandates may deviate more substantially than might otherwise be expected. Additionally, in the absence of common or harmonized definitions and labels, a degree of subjectivity is required, and this will mean that a mandate may invest in a security that another manager or an investor would not.

FOREIGN INVESTMENT RISK

Foreign investments, including American Depositary Receipts ("ADRs") and similar investments, are subject to more risks than U.S. domestic investments. These additional risks may potentially include lower liquidity, greater price volatility, and risks related to adverse political, regulatory, market or economic developments. Foreign companies also may be subject to significantly higher levels of taxation than U.S. companies, including potentially confiscatory levels of taxation, thereby reducing the earnings potential of such foreign companies. In addition, amounts realized on sales or distributions of foreign securities may be subject to high and potentially confiscatory levels of foreign taxation and withholding when compared to comparable transactions in U.S. securities. Investments in foreign securities involve exposure to changes in foreign currency exchange rates. Such changes may reduce the U.S. dollar value of the investment. Foreign investments are also subject to risks including potentially higher withholding and other taxes, trade settlement, custodial, and other operational risks and less stringent investor protection and disclosure standards in certain foreign markets. In addition, foreign markets can and often do perform differently from U.S. markets.

GEO-POLITICAL RISK

Geopolitical risk refers to the risks associated with changes or tensions between foreign countries, governing bodies and/or military control. For example, Russia launched a large-scale invasion of Ukraine on February 24, 2022, significantly amplifying already existing geopolitical tensions. Actual and threatened responses to such military action may impact the markets for certain Russian commodities and may likely have collateral impacts on markets globally. As a result of this military action, the United States and many other countries have instituted various economic sanctions against Russian individuals and entities (including corporate and banking) and could institute broader sanctions on Russia and other countries. These sanctions and the resulting market environment could result in investment related restrictions in connection with the immediate freeze of Russian securities, commodities, resources, and/or funds invested in prohibited assets, impairing the ability of a fund or client account to buy, sell, receive or deliver those securities and/or assets. Further, due to closures of certain markets and restrictions on trading certain securities, the value of certain securities held by a fund or client account could be significantly impacted, which could lead to such securities being valued at zero. Russia's invasion of Ukraine, the responses of countries and political bodies to Russia's actions, and the potential for wider conflict may increase financial market volatility and could have severe adverse effects on regional and global economic markets, including the markets for certain securities and commodities, such as oil and natural gas.

INVESTMENT LIMITATIONS

Due to regulatory and issuer-specific limits that apply to the ownership of securities of certain issuers, Allspring Investments may limit investments in the securities of such issuers. Similar limitations may apply to futures and other derivatives, such as options. In addition, Allspring Investments may from time-to-time determine that, because of regulatory requirements that may apply to Allspring Investments and/or its affiliates in relation to investments in a particular country or in an issuer operating in a particular regulated industry, investments in the securities of issuers domiciled or listed on trading markets in that country or operating in that regulated industry above certain thresholds or at all may be impractical or undesirable. Limits and thresholds may apply at the account level or in the aggregate across all accounts (or certain subsets of accounts) managed, sponsored, or owned by, or otherwise attributable to, Allspring Investments and its affiliates. For investment risk management and other purposes, Allspring Investments may also generally apply internal aggregate limits on the amount of a particular issuer's securities that may be owned by all such accounts. In addition, to the extent that client accounts already own securities that directly or indirectly contribute to such an ownership threshold being exceeded, Allspring Investments may sell securities held in such accounts in order to bring account-level and/or aggregate ownership below the relevant threshold. As a general practice in such cases, Allspring Investments aims to sell the applicable securities on a

pro-rata basis across all impacted accounts. In certain situations, however, Allspring Investments may sell securities on a non-pro-rata basis to limit the impact to certain accounts (e.g., accounts that seek to replicate the performance of an index). In all situations, with respect to these requirements and limitations, Allspring Investments will endeavor to treat all clients fairly. Nonetheless, sales of securities or other instruments resulting from such limitations and/or restrictions may result in realized losses for client accounts.

LEVERAGE RISK

An account utilizing leverage will be subject to heightened risk. Leverage often involves the use of various financial instruments or borrowed capital in an attempt to increase the return on an investment and is often intrinsic to certain derivative instruments. Leverage can take the form of borrowing funds, trading on margin, derivative instruments that are inherently leveraged, including but not limited to, forward contracts, futures contracts, options, swaps (including total return financing swaps and interest rate swaps), repurchase agreements and reverse repurchase agreements, or other forms of direct and indirect borrowings and other instruments and transactions that are inherently leveraged. Any such leverage, including instruments and transactions that are inherently leveraged, can result in an account's market value exposure being in excess of the net asset value of the account. In some cases, an account could need to liquidate positions when it is not advantageous to do so to satisfy its borrowing obligations. The use of leverage entails risks, including the potential for higher volatility and greater declines of an account's value, and fluctuations of dividend and other distribution payments.

LIQUIDITY RISK

Liquidity risk exists when certain investments are difficult to purchase or sell (e.g., lower quality corporate bonds, municipal bonds, smaller capitalization equities). This can impact an account's returns because the portfolio may be unable to transact at advantageous times or prices. A lack of liquidity may also cause the value of investments to decline in times of market stress.

MARKET RISK

The market price of securities may go up or down, sometimes rapidly or unpredictably. Securities may decline in value or become illiquid due to factors affecting securities markets such as labor shortages, increased production costs, or competitive conditions within an industry. A security may decline in value or become illiquid due to general market conditions, which are not specifically related to a particular company, such as real or perceived adverse economic conditions, changes in the general outlook for corporate earnings, changes in

interest or currency rates, or adverse investor sentiment. During a general downturn in the securities markets, multiple asset classes may decline in value or become illiquid simultaneously. Equity securities generally have greater price volatility than debt securities.

MODEL RISK

Allspring Investments provides services utilizing qualitative models and quantitative investment approaches through which investment recommendations are model driven. These processes are supported by extensive proprietary computer code that contains complex mathematical and statistical modeling. Allspring Investments has implemented policies and procedures surrounding the development, testing, validation, implementation, and review of its investment models, including the code. However, despite these extensive controls, it is possible that errors may occur in coding and within the investment process, as is the case with any complex software or data-driven model, and no guarantee or warranty can be provided that any quantitative investment model is completely free of errors. Any such errors could have a negative impact on investment results. Allspring Investments has control procedures in place designed to identify in a timely manner any such errors which would have a material impact on the investment process.

OPTIONS RISK

A put option gives the purchaser of the option, upon payment of a premium, the right to sell (and the writer the obligation to buy) the underlying security, commodity, index, currency or other instrument at the exercise price and at the expiration date. A call option, upon payment of a premium, gives the purchaser of the option the right to buy (and the seller the obligation to sell) the underlying instrument at the exercise price and at the expiration date. If buying put or call options, an account assumes the risk of losing all premium paid including transaction costs. If selling put options, an account faces the risk that it may be required to buy the underlying security at a disadvantageous price above the market price at a certain date. If selling call options, an account faces the risk that it may be required to sell the underlying security at a disadvantageous price below the market price at a certain date.

PANDEMIC RISK

Pandemics are large outbreaks of infectious disease that spread over a wide geographic area and pose significant local and/or global economic, social, and health risks. While Allspring Investments has prepared for pandemic outbreaks in its ongoing business continuity planning there is no guarantee that Allspring Investments or its service providers will be able to maintain normal operations and/or will not lose key personnel on a temporary or long-term basis as a result of COVID-19 or other pandemics. The full effects of pandemics are unknown which

creates significant uncertainty in the global population and economic environments.

REGULATORY RISK

Changes in laws, government rules and regulations may adversely affect the value of a security or impact the ability of a portfolio to function as normally expected. An insufficiently or overregulated industry or market might also permit inappropriate practices that adversely affect an investment.

The risks above are not designed to be exhaustive, but instead are intended to provide a sense of the various factors that make an investment return far from certain, no matter what the context of the investment.

Item 9 - Disciplinary Information

There are no legal or disciplinary events that are material to a client's or prospective client's evaluation of Allspring Investments' advisory business or the integrity of Allspring Investments' management.

Item 10 - Other Financial Industry Activities and Affiliations

Allspring Investments offers investment advisory services. It does not provide, and it is not compensated for any broker-dealer functions. In connection with the provision of advisory services, Allspring Investments does provide advice with respect to certain commodities. With respect to commodity trading activity, Allspring Investments is registered as a Commodity Pool Operator (“CPO”), a Commodity Trading Advisor (“CTA”), and a Swap Firm with the Commodity Futures Trading Commission (“CFTC”) and is a member of the National Futures Association (“NFA”).

Allspring Investments is a wholly-owned subsidiary of Allspring Global Investments Holdings, LLC, a holding company which is an indirect wholly-owned subsidiary of Allspring Group Holdings which is majority owned by certain private funds of GTCR and Reverence Capital Partners. GTCR and Reverence Capital Partners manage funds that hold positions in, or may otherwise be deemed to control, other companies with which Allspring Investments might transact or in which Allspring Investments might invest on behalf of clients. Additional information regarding these relationships and the related conflicts of interest is set forth in Item 11 (Code of Ethics Participation or Interest in Client Transactions, and Personal Trading), below.

Pursuant to agreements with its affiliate, Allspring Funds Management, and the Allspring Family of Funds (the “Allspring Funds”), Allspring Investments provides investment advisory services (as an investment sub-adviser) to the Allspring Funds. Allspring Funds Management serves as the investment adviser and administrator to the Allspring Funds. Allspring Investments also serves as a sub-adviser for certain of its affiliates including Allspring Global Investments Luxembourg S.A. (“Allspring Luxembourg”), and Allspring Global Investments (UK) Limited (“Allspring UK”). As discussed above in Item 4, pursuant to an agreement with Allspring Funds Management, Allspring Investments provides investment advisory and operational support services to Allspring Funds Management in connection with wrap fee or SMA programs. In exchange for such services, Allspring Investments receives an asset-based fee from Allspring Funds Management.

Allspring Funds Distributor, an affiliate of Allspring Investments, is a registered limited purpose broker-dealer and serves as a distributor of the Allspring Funds, placement agent for affiliated private funds, sub-distributor of the Allspring (Lux) Worldwide Fund, and offering agent of certain CITs (collectively such products are referred to as “funds” here). Allspring Investments benefits from the distribution and placement agency services provided by Allspring Funds Distributor as they increase the assets upon which Allspring Investments’ fees are based. Allspring Funds Distributor maintains registered representative (“RR”) licenses for a limited number of Allspring Investments employees who act in a RR capacity when they offer such funds. Allspring Funds Distributor has supervisory oversight over these RRs when they offer such funds. Allspring

Investments does not consider the RRs' sales activities to be activities of Allspring Investments.

In addition, Allspring has established a presence in the Asia-Pacific region with the incorporation of entities in Hong Kong and Singapore, as well as the establishment of a branch in Japan, to undertake brokerage and/or investment advisory/fund management business. Allspring Investments has engaged its affiliate organized in Singapore, Allspring Global Investments (Singapore) PTE. LTD. ("Allspring Singapore"), an investment adviser registered with the SEC, to sub-advise certain client accounts for which Allspring Investments serves as adviser or sub-adviser. Allspring Singapore's advisory fee is paid by Allspring Investments from the fee that it receives as adviser or sub-adviser to such accounts. The Asia-Pacific entities are part of the Allspring Global Investments Holdings group of companies that operate under the trade name Allspring and are direct wholly-owned subsidiaries of Allspring Global Investments Holdings, LLC. Additionally, European and Middle Eastern based team members are licensed through Allspring UK.

As noted in Item 4 of this Brochure, Allspring Investments is one of several registered investment advisers that form a part of Allspring. Allspring includes Allspring Funds Management, Allspring UK, Allspring Singapore and Galliard, which are all US registered investment advisers, and Allspring Luxembourg. Each of the aforementioned advisers are affiliates of Allspring Investments.

Allspring Investments also has an agreement with its affiliates, Allspring UK and Allspring Luxembourg pursuant to which Allspring UK and Allspring Luxembourg, respectively, refer potential non-US clients to Allspring Investments for advisory services. In exchange for such services, Allspring UK and Allspring Luxembourg receive fees, respectively, based on its costs incurred with respect to such referrals.

Allspring Investments offers an Insurance Carrier Selection Service ("ICSS"). The ICSS is a service where Allspring Investments intends to contract with qualified retirement plans ("plans") to annually select for plans on a discretionary basis third-party insurance carriers ("carriers") and their products for use in a retirement income program sponsored by Allspring that the plans would make available to their participants. In providing the ICSS, Allspring Investments will act as a Section 3(38) fiduciary, as defined in the Employee Retirement Income Security Act of 1974 as amended, and not as an investment adviser as defined under the Advisers Act. The ICSS is part of a broader Allspring solution that combines funds advised by Allspring Investments and retirement income products. The retirement income program is offered to plans by Allspring Funds Distributor RRs. Allspring Funds Distributor does not open accounts nor accept assets and investors in vehicles invested directly with Allspring Investments.

Nature of Conflicts

Allspring Investments' profits vary based on the investments and service providers Allspring

Investments selects or recommends for its clients. When Allspring Investments' compensation varies based on the investments or service providers it recommends, Allspring Investments has a financial incentive (consciously or unconsciously) to make recommendations that maximizes its profits, rather than to give its clients disinterested advice. Allspring Investments' interests directly conflict with its clients' interests if other investments and service providers are available to its clients that would charge less, or offer superior services or performance at the same cost.

This section provides an overview of circumstances in which Allspring Investments has an incentive to maximize profits rather than to give its clients disinterested advice. Greater detail concerning each conflict, and how we seek to address it, is provided throughout this Brochure.

Allspring Investments has an incentive to select certain investments over others, that generate less revenue for its affiliates, by:

- Recommending mutual funds and private funds that are managed or sponsored by Allspring Investments or its affiliates;
- Recommending mutual funds, private funds and other investments that are sponsored by companies that pass through a portion of their revenue to Allspring Investments;
- Recommending funds or share classes of a fund that charge you administrative, service or sub-transfer agency fees that are passed through to Allspring Investments.
- Recommending that a client purchase a security for which Allspring Investments' affiliate participates in the selling syndicate, allowing Allspring Investments' affiliate to earn selling concessions;
- Recommending a security for which Allspring Investments' affiliate is remarketing agent, or lender in a bank loan syndicate (e.g., sales of pooled or packaged asset-backed securities) or acts as a bond trustee, paying agent, note registrar, master servicer, trustee, syndicate co-manager, originator, depositor, or sponsor.

Allspring Investments has an incentive to select certain broker-dealers over others based on its interest in the broker-dealer:

- Offering free services like free research or other back-and middle-office support services;
- Referring clients to Allspring Investments or engaging Allspring Investments as an adviser;
- Offsetting, discounting or crediting fees that Allspring Investments (or its affiliates) otherwise owe to the broker-dealer or its affiliates.

Allspring Investments has an incentive to use the advisory services of an affiliated adviser, rather than an unaffiliated adviser, because its affiliates can profit from us:

- Selecting and retaining an affiliated sub-adviser or co-manager that earns the advisory

fee we would otherwise pay to an unaffiliated company.

Allspring Investments has an incentive to offer or recommend strategies or investments that:

- Charge you higher fees (which usually generate higher profits for us than our lower cost offerings);
- Use margin or leverage from short sales to increase the asset value on which Allspring Investments' advisory fee is based for clients that pay an advisory fee on their gross account value.

It is important that you understand how Allspring Investments' compensation varies based on its investment recommendations, and how your investment returns are affected by differences in investment performance, sales charges, transaction fees, and other ongoing fees and costs. Over time, fees that are deducted from the amount you invest (upon purchase and/or sale), or paid out of the assets of an investment on an ongoing basis, reduce the value of your investment.

Selection of Affiliated Advisers and Co-Managers.

Allspring Investments engages certain of its affiliated advisers, as well as third party advisers (i.e., "unaffiliated advisers"), to formulate Allspring Investments' investment recommendations. In addition, Allspring Investments has chosen to partner with Allspring UK in the co-management of certain investment strategies. Pursuant to a service level agreement between them, Allspring Investments and Allspring UK, provide various support services to one another, including trade support services.

Allspring Investments' use of an affiliated adviser or co-manager presents a conflict of interest for Allspring Investments because a greater portion of client fees remains within the Allspring family of companies than if Allspring Investments used a third party to provide these services. Allspring Investments' use of an affiliated adviser or co-manager also could present a conflict of interest because the affiliated adviser or co-manager could use its discretion to invest client assets in affiliated funds and certain investments that provide Allspring with greater aggregate revenue than provided by unaffiliated funds and other investments.

Allspring Investments addresses these conflicts through disclosure in this Brochure, and through reviews of the quality and continued value of the services provided by its advisers and co-manager. Allspring Investments will replace an adviser or co-manager should a determination be made that it is no longer performing satisfactorily. Although judged on similar criteria, Allspring Investments evaluates affiliated and unaffiliated advisers differently for a number of reasons, including differences in the services performed. The evaluation process also differs because Allspring Investments has more, and continuous, information regarding its affiliates'

personnel and risk and compliance procedures, as well as investment processes, than it does for unaffiliated advisers.

Item 11 - Code of Ethics, Participation or Interest in Client Transactions, and Personal Trading

Allspring Investments has adopted the Allspring Code of Ethics, or “Code,” which contains policies on personal securities transactions initiated by “Reporting Persons.” All Allspring Investments employees are deemed Reporting Persons. These policies comply with Rule 204A-1 under the Advisers Act and Rule 17j-1 under the Investment Company Act of 1940 (“Company Act”). The Code, among other things, permits Allspring Investments Reporting Persons to invest their personal assets in securities, subject to various restrictions and requirements, and requires Reporting Persons to periodically report their personal securities holdings and transactions and pre-clear certain personal securities transactions.

The Code is designed to reasonably detect and prevent violations of securities laws while addressing the fiduciary obligations Allspring Investments owes to its clients. The Code is distributed to each Reporting Person at the time of hire as a condition of employment, and compliance with its terms must be acknowledged in writing by each Reporting Person annually thereafter. Allspring Investments supplements the Code with ongoing forensic monitoring of employee activity and attestations.

When engaging in personal securities transactions, potential conflicts of interest may arise between the interests of Allspring Investments’ Reporting Persons and those of its clients. The Code makes clear that any such conflicts that arise in such personal securities transactions must be resolved in a manner that does not inappropriately benefit Allspring Investments’ Reporting Persons or adversely affect Allspring Investments’ clients or accounts. The Code also prohibits the misuse of material, nonpublic information and requires Reporting Persons to comply with separate personal conduct policies, including but not limited to policies on gifts and entertainment, outside business activities, and political contributions.

Allspring Investments Reporting Persons who maintain brokerage or investment accounts for themselves and/or their immediate family members, or have financial control of a covered account are required to provide copies of, or attest to, their reportable securities transactions at the end of every quarter, and all holdings of reportable securities accounts must be reported at the end of every calendar year.

The above restrictions do not apply to purchases or sales of certain types of securities and accounts, including shares of open-end registered investment companies that are unaffiliated with the Allspring Funds, money market instruments, certain ETFs that follow broad based indices, and certain U.S. Government securities.

Allspring Investments’ Code is on public file with, and available from, the SEC. It is also available upon request without charge by contacting Allspring Investments through the information noted

on the front cover of this Brochure.

ADDITIONAL POTENTIAL CONFLICTS AND CODE CONSIDERATIONS

Allspring Investments' Code seeks to monitor and manage personal trading by Reporting Persons, and in some cases restrict or prohibit personal trading, subject to certain conditions. In addition, Allspring Investments is affiliated with private fund complexes that hold positions in a variety of financial and other types of businesses. As a result, due to Allspring Investments' activities as an investment adviser, it is possible that conflicts will arise from time to time as Allspring Investments Reporting Persons are managing their personal assets concurrent with the ongoing functions related to their employment duties and fiduciary obligations, or the ongoing business activities of affiliated entities or its employees. Allspring Investments seeks to manage these conflicts by strict application of its Code provisions and policy requirements.

The following situations could create an actual or perceived conflict of interest:

Affiliation. Allspring Investments is owned indirectly by an affiliate of funds managed by GTCR and Reverence Capital Partners, each of which is a private investment firm managing funds that hold substantial positions in a variety of portfolio companies and other investments, including registered investment advisers that provide advisory services to a broad array of clients. As such, there may be instances where some of these affiliated entities, including other Allspring advisers, could engage in its own trading involving the same securities that Allspring Investments manages on a client's behalf. This means that while Allspring Investments is managing its fiduciary duties to a client, other of its affiliated entities may be engaging in transactions that create a conflict (for example, affiliated entities could be selling the same security that Allspring Investments has purchased for its client). In addition, these related persons could recommend its clients transact in the same securities in which an Allspring Investments client has a material financial interest. In some instances, it is even possible that a client also has a client relationship with one or more of these entities and its securities transactions may appear conflicted. With limited exceptions described below, any such affiliates generally are operated independently of Allspring Investments, and these transactions by related persons are determined independently and without involvement of Allspring Investments and are outside of the course and scope of Allspring Investments' investment advisory services. However, in order to manage these potential conflicts, Allspring Investments maintains a variety of policies to maintain effective business barriers and manage the confidentiality of its own information and activities, as described further below.

Brokerage Transactions with Affiliates. Allspring Investments does not participate in client transactions as a broker or a dealer in securities and does not operate as a broker or a dealer in effecting securities transactions for compensation for any client. Except as described below,

Allspring Investments does not trade with affiliated broker dealers. While this policy to restrict trading through affiliated broker-dealers limits the potential conflict of interest, Allspring Investments could be limited in its ability to engage in certain securities transactions and to take advantage of market opportunities, as discussed in this Brochure, regarding the best execution of transactions. If Allspring Investments determines that trading with an affiliated broker dealer would be beneficial to a client account, Allspring Investments will ensure that it reasonably believes the quality of the transaction is comparable to what it would be with other qualified broker-dealers. Allspring Investments' routing of orders to an affiliated broker-dealer would present a conflict of interest because execution of those orders will result in an Allspring affiliated broker-dealer benefitting from the transaction. Allspring Investments is subject to a duty to seek best execution for any securities transactions that it directs to a broker-dealer, including any transactions directed to one of its affiliated broker-dealers. Allspring Investments takes brokerage commission rates into account in connection with its broker selection process and expects that the commission rates paid to any affiliated broker-dealer will be attractive reasonable and fair, and comparable to the commission rates generally paid to unaffiliated broker-dealers for similar transactions. Any transactions routed to an affiliated broker-dealer on behalf of a U.S. registered investment company will be subject to Rule 17e-1 under the Investment Company Act of 1940 and procedures adopted in accordance therewith. Such procedures effectively require that any commission paid to an affiliate in connection with a transaction not exceed the "usual and customary broker's commission" for such a transaction. More details on best execution can be found in Item 12.

Independent Activity by GTCR and/or Reverence Capital Partners and Their Affiliates. Certain other portfolio companies affiliated with GTCR and/or Reverence Capital Partners are engaged in the financial services, investment advisory and/or broker-dealer industries and could from time to time recommend securities, proprietary products and/or services to Allspring Investments' clients. To the extent such "recommendations" are made, they are made independently by such related persons and without the involvement of Allspring Investments and are outside the Allspring Investments investment advisory context. In addition, GTCR and Reverence Capital Partners manage funds that hold positions in, or may otherwise be deemed to control, companies that have issued publicly traded shares. Allspring Investments may from time to time invest in these companies on behalf of its clients, which investments may benefit GTCR, Reverence Capital Partners and their funds. In order to manage these potential conflicts, Allspring Investments maintains a variety of policies to maintain effective business barriers, and any such investments are made independent of any consideration of potential benefits to GTCR, Reverence or their funds and in accordance with Allspring Investments' investment decision-making process.

Allspring Investments and its affiliated sub-advisers have an incentive to recommend to clients, or buy and sell for clients, securities that generate additional revenue for our affiliates over

securities that do not. For example, Allspring has an incentive to recommend mutual funds and private funds that are managed or sponsored by its affiliates. Allspring Investments purchases securities from time to time in offerings or underwritings in which Allspring affiliates act in one or more capacities (and therefore has a financial interest in the outcome of the offering or syndication) to the extent permitted by applicable law and client investment guidelines, and clients should note the potential conflict of interest inherent in such activity. In such cases, Allspring Investments follows the requirements and constraints of the client and/or regulatory requirements, which includes the Investment Company Act of 1940 and ERISA rules, where applicable. In general, should Allspring Investments and/or its affiliated sub-advisers inadvertently purchase securities in violation of these rules, the purchase will be deemed a trade error and Allspring will make the client whole for any losses suffered in connection with the unauthorized transaction.

Participation by Allspring Investments in Client Securities Transactions. With exceptions noted below, Allspring Investments does not buy or sell for itself securities that it would recommend to clients:

1) In order to limit personal securities transactions, certain employees are permitted to open accounts that mirror a managed strategy or a combination of managed strategies. In such cases, trades are made on a pro-rata basis relative to the managed strategy. Allspring Investments treats and discloses these as proprietary accounts, though Allspring Investments does not have any ownership of these accounts and the employee serves as the only beneficial owner of the account. Because these are deemed proprietary accounts, the accounts are not permitted to participate in any IPO transactions and are not permitted to participate in cross trade activities. Moreover, trading in the accounts must be identical, in terms of percentage, to the trades conducted in the managed accounts. The accounts might not identically mirror the managed accounts because not all securities in the managed accounts were initially acquired by the proprietary accounts. Over time, the accounts should be identical (with the exception of securities purchased for the managed accounts in which the proprietary account could not participate).

2) Allspring Investments' investment professionals and other employees are permitted to, and do from time to time, invest in the funds/strategies that they manage. Mutual funds managed by Allspring Investments portfolio managers annually disclose information about the value of mutual fund shares owned by such portfolio managers, as well as information about the number and value of accounts that they manage and the number of accounts that are subject to performance fees.

Proprietary Investments by the Adviser and/or its Affiliates Initial Funding & Seed Capital

In the ordinary course of business, and subject to compliance with applicable regulations, Allspring Investments, its affiliates and/or existing and future employees will from time-to-time invest in products managed by the firm, and Allspring and/or its affiliates may establish the initial funding (“Seed Capital”) necessary to establish new affiliated funds or investment accounts for the purpose of developing new investment strategies and products (collectively, “Proprietary Accounts”). Investment by Allspring, its affiliates or our employees in Proprietary Accounts creates conflicts of interest because we may have an incentive to favor these Proprietary Accounts by, for example, directing Allspring Investments’ investment ideas to these accounts or allocating, aggregating or sequencing trades in favor of such accounts, to the disadvantage of other accounts. Allspring Investments may have an incentive to dedicate more time and attention to our Proprietary Accounts and to give them better execution and brokerage commissions than our other client accounts. Allspring Seed Capital may be used to form registered investment companies, including mutual funds and ETFs, and may invest in the same securities as other client accounts. Allspring Seed Capital can be redeemed at any time generally without notice as permitted by the governing documentation and applicable regulations. A large redemption of shares by Allspring or its affiliates could result in the affiliated fund selling securities when it is not desirable accelerating the realization of capital gains and increasing transaction costs. A large redemption could significantly reduce the assets of an affiliated fund, causing a higher expense ratio, decreased liquidity, or liquidation of the affiliated fund.

Where permitted, Proprietary Accounts can and frequently do, invest in the same securities as other funds and client accounts managed by Allspring Investments. Managing Proprietary Accounts creates a conflict of interest with other investment management accounts as Allspring Investments’ portfolio managers may be incented to focus extra attention on or allocate select investment opportunities to Proprietary Accounts. It is Allspring Investments’ policy to treat seeded Proprietary Accounts in the same manner as other funds and client accounts for purposes of order aggregation and allocation.

Other Potential Client Investment Concerns and Investment Conflicts

The investment identification, selection and management process could create other potential or actual conflicts for Allspring Investments and its clients, including:

- Client accounts invested in collective investment funds (e.g., money market and other mutual funds, private funds, exchange-traded funds) will also bear their proportionate share of fees paid at the fund level. If the fund is sponsored, advised or otherwise serviced by an Allspring company, Allspring Investments and/or its affiliates may receive fees that are paid at the fund level.
- Certain types of investments involve leverage or derivative-styled exposure to underlying

or reference securities, which affect risk profiles and raise regulatory implications for certain types of clients;

- Some investments are created, managed, or issued by entities that engage in social, economic, commercial, or political activities that could be deemed objectionable or questionable by certain clients;
- Some investment strategies, such as strategies investing in fixed income securities, are more profitable to Allspring Investments than other strategies (e.g., strategies investing in exchange-traded equities), creating an incentive for Allspring Investments to recommend certain strategies over other strategies to its clients. Some investments are only available to clients who meet certain investor standards, such as qualified institutional buyer (“QIB”) or qualified purchaser status, or who have considerations or restrictions with respect to investments in private or unregistered transactions or in transactions regulated by the federal government or state law (e.g., Native American gaming);
- Some investments (either directly, or due to the nature of underlying component assets or derivative structures) involve actual or perceived liquidity constraints that could adversely impact pricing determinations, valuation methodologies, transparency and review of asset composition, and/or the actual marketability and sale of the investment; and,
- The purchase and/or management of some investments involve credit analysis based in whole or in part on information that may not be readily available to the public (e.g., material, non-public information), and that can cause the client to become restricted in trading public securities of that issuer so long as such information remains material and non-public. In addition, investments in the same security by Allspring Investments and its affiliated entities may result in increased aggregated exposure across the firm and therefore Allspring Investments may be limited in its ability to transact in such security.

To minimize any potential client investment conflicts, Allspring Investments manages its advisory services, fee structure, and investment selection process in accordance with pre-established client investment guidelines, the advisory contract with the client, and policies and procedures adopted pursuant to Rule 206(4)-7 of the Advisers Act. Allspring Investments also maintains a Code of Ethics, firewall/restricted list procedures and other information barriers to ensure the confidentiality of investment activity for each Allspring Investments client is maintained in accordance with applicable law.

Additional actual or potential client investment conflicts and concerns include:

Securities of Unaffiliated Issuers

Allspring Investments has an incentive to recommend or select the securities of unaffiliated issuers that are in a position to influence or give business to Allspring Investments or its affiliates. Also, from time to time, Allspring Investments purchases publicly traded securities of issuers who are

also advisory clients of Allspring Investments. In these circumstances, Allspring Investments monitors its position and limits size to percentages that are consistent with existing benchmarks or other investment protection principles, and in keeping with the objectives of the applicable advisory strategy. Client investment guidelines and advisory contracts may also limit in whole or in part the purchase of related securities.

From time to time, Allspring Investments may recommend or cause a client to invest in a security in which Allspring Investments or a person associated with Allspring Investments has an ownership position. Allspring Investments has adopted certain procedures intended to prevent investment professionals and their immediate family from benefiting from any price movements that may be caused by client transactions or Allspring Investments' recommendations regarding such securities. Under those procedures, without specific approval, investment professionals are not allowed to purchase securities for their own account or an account in which they have a beneficial interest for a period of time before and after Allspring Investments has purchased that security in a client account. Thus, if an investment professional purchases a security in an account in which he or she has a beneficial interest, he or she generally cannot cause any client accounts to purchase that security within the stated time period unless circumstances warrant such action without likelihood of non-negligible impact to our clients.

Trade Allocation. Allspring Investments engages in transactions in the same security or securities on behalf of a group of accounts and will choose to execute trades separately or on an aggregated basis based on Allspring Investments' reasonable belief as to economic benefit for the account. Generally, aggregated trades are allocated proportionately among accounts at or near the time of trade execution, but Allspring Investments does not maintain a rule that all trades must be allocated pro rata. Transactions for accounts that are included in an aggregated order may be executed before, along with, or after transactions in the same security being executed for other Allspring Investments clients. Considering Allspring Investments' policy to treat all eligible Allspring Investments clients fairly and equitably over time, allocations in connection with fixed income trades do not allocate on a pro rata basis given the specific characteristics of the securities they trade in.

Allspring Investments' objective is to ensure that over time, no discretionary advisory account is systematically favored over any other discretionary advisory account as to any available investment for reasons outside of the client's investment guidelines and applicable law.

As part of the pre-trade order indication process, Allspring Investments contemplates several factors, including: each account's investment objective(s) and risk exposure; restrictions and investment guidelines; available cash and ongoing liquidity needs; existing holdings of similar securities; and correlation and deviation to any relevant model portfolio(s). Similar advisory accounts will generally receive allocations based upon relative market values within each

account's target asset class allocation and/or investment strategy, which is the predominant practice for equity accounts. As noted above, non-pro rata allocations are generally the standard relative to fixed income trades to rebalance portfolios that have experienced cash flows or to address other general account management issues. Moreover, if a block order is not completed for Allspring Investments in its entirety, partial fills will be allocated proportionately by Allspring Investments, though minimum size and odd lot restrictions will affect the distribution, potentially resulting in an allocation that is not pro rata. As a result, one account may receive a price for a particular transaction that is different from the price received by another account for a similar transaction at or around the same time.

Cross-Trading. Subject to applicable law and client restrictions, Allspring Investments may, in its discretion, execute buy-sell transactions between accounts that it manages (either on an advisory or sub-advisory basis) without the involvement of a broker-dealer ("cross trades"). Participating accounts in cross trades may include accounts in which Allspring Investments and/or its affiliates have an ownership interest. Cross trades present a potential conflict of interest. For example, Allspring Investments could have an incentive to favor one of the participating accounts in a cross trade. As a matter of policy, Allspring Investments must determine that the cross trade is in the best interests of both parties to the transaction. Any cross trade involving a registered mutual fund account will be executed in accordance with applicable rules under the Investment Company Act, the Advisers Act and procedures adopted by the fund's boards of directors or trustees, which require, among other things, that the securities be priced at an independent market price. Cross trades involving non-mutual fund accounts will be executed in a substantially similar manner in accordance with the Advisers Act and Allspring Investments' procedures. When Allspring Investments executes a cross trade between its advised accounts, Allspring Investments does not receive any brokerage commission with respect to the transaction. While in some situations there may be advantages to effecting a cross trade, Allspring Investments seeks to achieve best qualitative and quantitative execution on each trade and, as a result, could determine that exposing transactions to the market instead of cross trading is likely to result in best execution. Best execution policies are covered further in Item 12. Additional factors considered in determining how to effect a trade where Allspring Investments' clients have interests on each side of the trade include whether an independent (unaffiliated) broker: (i) provides deeply discounted fees for the trade, including any residual shares; (ii) provides certainty of time/price; and, (iii) exposes the trade to the market for consideration and price reporting. Individual investment managers or their traders will make the determination whether to engage in cross-trade transactions based on their knowledge of the market, liquidity, and potential cost savings.

Allspring Investments does not effectuate agency cross trades as a current business practice.

In addition, a portfolio manager may execute transactions for other accounts that may adversely

impact the value of securities held by other client accounts. For example, although uncommon, the portfolio manager may manage other accounts that engage in short sales and could sell short a security for such other account that the account also trades or holds. Although Allspring Investments monitors such transactions to attempt to ensure equitable treatment of the holding account and the account that engages in short sales, there can be no assurance that the price of a security held by the account would not be impacted as a result. Additionally, securities selected for a particular account may outperform the securities selected for other accounts managed by the same portfolio manager.

Equity IPO Participation and Allocation. Allspring Investments invests in securities being offered in an initial ("IPO Deal") or secondary equity public offering ("IPO or Secondary Offering") when the investment is deemed to be appropriate and desirable for the client. Portfolio managers take into consideration, including but not limited to, the following factors for purchasing an IPO Deal or Secondary Offering:

- Client investment objectives;
- Client investment guidelines;
- Existing portfolio holdings;
- Cash availability;
- Asset allocation;
- Regulatory limitations/restrictions; and,
- Investment merits of the IPO Deal or Secondary Offering

Under Allspring Investments' policy, allocations are made available among clients on a pro-rata basis (except as described below) within either an indicated long-term hold strategy or a short-term strategy.

Allspring Investments' policy for allocating IPO Deal or Secondary Offering investment opportunities is designed to ensure that all clients are treated fairly and equitably over time. However, because situations could arise involving the allocation and balancing of existing account positions and cash, in certain instances some accounts do not participate in IPO Deal or Secondary Offering allocations on a direct pro-rata basis.

Client Account AML & Privacy. To help the government fight the funding of terrorism and money laundering activities, federal law requires certain financial institutions to obtain, verify, and record information that identifies each client who opens an account or establishes a relationship. Accordingly, when Allspring Investments establishes a relationship with a client, when appropriate, it asks for the client's name, address, and other information or documentation that will allow Allspring Investments to identify and verify the client and the source of client funds that are being invested.

Allspring has adopted policies and procedures regarding the collection, use, disclosure and destruction of personal information about Allspring's clients. Consistent with its privacy policies and applicable laws, Allspring and its affiliates may share client information with affiliated and third-party service providers throughout the world to the extent necessary and on a need-to-know basis. Allspring's third-party service providers are subject to security and confidentiality obligations and are only permitted to process client information for a specified, legitimate business purpose and in accordance with our instructions. Allspring has implemented appropriate physical, technical, organizational, and security measures to prevent client information from unauthorized access and from being accidentally lost, altered, or misused. Additionally, Allspring has put in place procedures to deal with any suspected data security breach and will notify clients and any applicable regulator of a suspected breach where it is legally required to do so. For additional information on how Allspring may process client information, please see our privacy notices at allspringglobal.com.

Item 12 - Brokerage Practices

Allspring Investments generally determines the broker through which securities transactions are to be effected. In selecting brokers for a portfolio transaction, Allspring Investments considers factors such as the overall direct net economic results to an account, including both price paid or received and any commissions and other costs paid, the efficiency with which the transaction is effected, the ability to effect the transaction at all where a large block is involved, the availability of the broker to stand ready to execute possibly difficult transactions in the future, responsiveness to Allspring Investments, and the financial strength and stability of the broker.

For SMA accounts, trades are typically directed by Allspring Funds Management, as the investment adviser, to the sponsor – this is done by either Allspring or its outsourced provider. Where permitted by the terms of a managed accounts program, Allspring Investments may execute trades through a broker-dealer other than the sponsor when Allspring Investments believes that such trade would result in the best price and execution under the circumstances. Allspring Investments trades away from the sponsor for municipal bond and fixed income strategies substantially, if not all of the time. Allspring Investments may also trade away from the sponsor in other asset classes depending on market conditions. In cases where Allspring Investments trades away, SMA account clients may incur transaction and other costs and fees in addition to the wrap program fees (e.g., investment advice and brokerage services, including trading costs). In the case of municipal bonds and other fixed-income strategies, these fees generally take the form of mark-ups, mark-downs, and spreads earned by the securities broker-dealer. Such fees are generally reflected in the net price of the security and not separately disclosed. SMA account clients should refer to the sponsor Form ADV and wrap fee program materials for additional information regarding trading away and related fees in a wrap fee program.

Except for SMA client account orders where Allspring Investments trades away, SMA client account orders are generally communicated to the sponsor firms concurrently with Allspring Investments' institutional accounts. Allspring Investments may also determine that a trade rotation is most appropriate and, in these instances, Allspring Investments will follow a rotation that over time does not disadvantage one client over another.

Models provided by Allspring Investments to an investment adviser or to a sponsor that participates in a wrap fee program, are in almost all instances provided on a non-discretionary basis and reflect similar recommendations made by Allspring Investments contemporaneously for its clients for which it has a discretionary relationship. Generally trades for discretionary client accounts will be communicated concurrently with model account trades managed in a similar strategy. While the communication of trades occurs concurrently, the investment adviser or sponsor is ultimately responsible for the execution. Therefore, based on timing and other

considerations, it is possible that the price received for wrap fee program clients may differ and potentially be less favorable than the price received by Allspring Investment clients.

BEST EXECUTION

Allspring Investments has adopted policies and procedures aimed at satisfying its fiduciary duty to seek the most favorable execution terms reasonably available given the specific circumstances of each trade ("best execution"). The portfolio manager or trader also researches the security for its suitability, relative value and optimal price, in addition to researching which broker-dealer(s) may be in the best position to provide the best price. With the evolution of electronic trading platforms, portfolio managers and traders are more able to request bids and offers from multiple broker/dealers. In the exercise of its business judgment, Allspring Investments in some instances only contacts one broker under conditions noted by policy. Allspring Investments considers, and takes sufficient steps in relation to client accounts (including client accounts and transactions that are in scope for Markets in Financial Instruments Directive II ("MiFID II")), the following factors for obtaining best execution; each factor, in and of itself, is not construed as a definitive factor, including but not limited to:

- Price
- Costs (implicit and explicit), including broker commission rates where applicable
- Timing and speed of execution
- Likelihood of, and capabilities in, execution, clearance and settlement
- Research
- Size of transaction relative to others in the same or similar financial instrument
- Ability to retain anonymity in the market or prevent information leakage, in order to minimize possible market impact
- A counterparty's willingness to commit capital to our transactions
- Financial status and responsibility of a counterparty or broker
- Other appropriate factors, such as client mandate constraints
- Broker-dealer's historic trade performance with Allspring Investments
- Efficiency and effectiveness of the broker's back-office operations
- Broker-dealer's ability to provide liquidity and make a "market" for certain securities, including capital commitment and execution platforms which may impose additional mark-ups and
- If applicable, the broker-dealer's ability to facilitate "step-out" trades.

The actual allocation of brokerage business will vary from year to year, depending on Allspring Investments' evaluations of all applicable considerations. In no case will Allspring Investments make binding commitments as to the level of brokerage commissions it will allocate to a broker, nor will it commit to pay cash if an informal target is not met.

To meet its oversight and governance responsibilities, Allspring established oversight committees that meet on a quarterly basis to govern all trading practices, including various situations related to best execution, of Allspring Investments. Equity best execution is governed by the Equity Commission Trade Management Committee ("ECTMC"). The ECTMC oversees the firm's equity, futures and FX trade execution quality, commission management, Section 28(e) compliance, and equity investment research costs. Allspring Investments established the Fixed Income Trade Management Committee ("FITMC") to oversee the firm's global fixed income policy and ensure that Allspring Investments maintains an effective governance program that complies with all stated policies, including best execution as well as MiFID II provisions for those accounts deemed to be in scope. Further, an Investment Oversight Committee was established, in which escalated items coming out of the ECTMC and FITMC are reviewed and discussed.

For certain clients, domiciled in the European Union ("EU") region or the UK, Allspring Investments is required to manage those assets in accordance with MiFID II.

Soft Dollar Research. Allspring Investments evaluates the amount and nature of research and research services provided by brokers and attempts to allocate a portion of the brokerage business of its clients on the basis of that consideration. Allspring Investments could have an incentive to select a broker-dealer based on its interest in receiving research or other products and services. When Allspring Investments uses client brokerage commissions to obtain research or other products and services, Allspring Investments benefits because it is using client commissions to pay for research instead of paying from its own resources.

Subject to the criteria of Section 28(e) of the Securities and Exchange Act of 1934 ("Section 28(e)"), Allspring Investments could pay a broker a brokerage commission in excess of that which another broker might have charged for effecting the same transaction, in recognition of the value of the brokerage and research services provided by or through the broker. Allspring Investments believes it is important to its investment decision-making process to have access to independent research.

Research obtained under Section 28(e) can be used to service any or all of Allspring Investments' clients or used in connection with accounts other than those transacting with the broker providing the research, as permitted by Section 28(e). Brokerage and research services provided by brokers may include, among other things, affecting securities transactions and performing services incidental thereto (such as clearance, settlement, and custody), and providing information regarding: the economy; industries; sectors of securities; individual companies; statistical information; taxation; political developments; legal/regulatory developments; technical market action; pricing and appraisal services; credit analysis; risk measurement analysis and performance analysis. Such research services are received primarily in the form of written reports, telephone contacts and personal meetings with security analysts. In addition, research services could take

the form of access to various computer-generated data, and meetings arranged with corporate and industry spokespersons, economists and government representatives.

For applicable equity accounts, research payments can be made through traditional soft dollar payments by brokers to third parties, paid through bundled commission arrangements with full service brokers or through commission sharing arrangements ("CSA's"). CSA's enable Allspring Investments to separate the execution decision from the research decision. Providers of CSA's have designed programs that allow Allspring Investments the flexibility to conduct best execution while simultaneously pooling commissions to compensate both research firms and other service providers that are eligible to be paid by commissions under Section 28(e). Allspring Investments determines in good faith that the commission rates paid for client commission dollar arrangements are reasonable in relation to the value of the brokerage and research provided. In certain situations, trades may be directed to brokers who refer clients to Allspring Investments. Trades may also be directed to brokers that manage personal investments for Allspring Investments team members. Allspring Investments has an incentive to select or recommend a broker-dealer based on its interest in receiving client referrals, rather than on a client's interest in receiving most favorable execution.

MiFID Research. MiFID II rules seek to increase transparency of costs and eliminate potential conflicts of interest in the procurement of research. Inducements can arise when asset managers receive multiple products or services from the same executing broker. Research reports, analyst calls, corporate or issuer access, or other benefits may be a potential inducement for an asset manager to direct trades to a broker who provides other services, with the potential to either trade more often than is appropriate or preclude trading with other brokers who may provide more favorable execution.

For all fixed income and equity client accounts that are contractually obligated or managed in accordance to MiFID II regulation, research will be paid for by Allspring Investments in hard dollars. Under certain situations, Allspring Investments may utilize minor non-monetary benefits in the receipt of research services. The minor non-monetary benefits will be received as long as they enhance the quality of service provided to the client and do not impair the manager's duty to act in the best interests of the client. As it pertains to client accounts that are governed by U.S. regulations, including the Section 28(e) safe harbor, Allspring Investments can obtain research utilizing soft dollars, subject to SEC regulations. Any equity accounts that have contractual obligations under MiFID will be ring-fenced. Any research obtained by the strategy will be allocated based on Assets Under Management and Allspring Investments will pay for that portion of the research from its Profit & Loss account.

Shared Research For certain fixed income teams, Allspring Investments and its affiliated investment adviser, Allspring UK, share research and analyst reports that each receives and/or

produces through combined meetings of analyst and/or portfolio management teams, a central database of research and reports, or as they otherwise deem appropriate. These affiliated investment advisers have determined that their clients generally will benefit from such shared research by effectively broadening the resources of each adviser.

Directed Brokerage. Allspring Investments executes trade orders by brokerage type. "Discretionary" brokerage gives Allspring Investments the authority to select counterparties based on its investment discretion and consideration of the most favorable total cost of each transaction including, but not limited to, client guidelines and current market conditions within the pursuit of best execution. Alternatively, directed brokerage requires Allspring Investments to trade with a broker/counterparty selected by the client. Certain wrap-type programs in which Allspring Investments participates require Allspring Investments to direct trades to the Sponsor of the program. Other such programs require Allspring Investments to direct trades to the Sponsor unless it concludes that the Sponsor would not provide best execution on the trade.

Only traders are permitted to direct trades to a specific broker, based on that selection by the client. Portfolio managers may not direct specific trades except for fixed income portfolio managers who also act as traders for fixed income securities.

When a client directs Allspring Investments to use particular broker-dealers, the client must do so in writing due to Allspring Investments' concern for clarity and disclosure related to the execution risks caused by such a request. In such case, the client generally negotiates its own commission rates, which could result in higher commissions, and possible disparity in trade execution as compared with other non-directed accounts. Trades for clients that direct brokerage cannot be combined with orders for the same securities managed for other non-directed accounts, and may be communicated to the directed broker at a different point in time (causing different trade execution results) as compared with non-directed accounts. As a result, directed transactions could be subject to price movements, particularly in volatile markets or trades involving less liquid securities that might result in the client receiving a price that is less favorable than the price received by other aggregated orders. Requests for 100% mandatory or high threshold directed accounts also may adversely impact execution quality if the executing broker is not able to provide best execution on the trade.

Clients who direct Allspring Investments to use a particular broker or dealer or otherwise limit Allspring Investments' discretion, should be aware that, this direction can limit Allspring Investments in selecting brokers or dealers on the basis of best price and execution. Under these circumstances, the direction by a client might result in higher commissions, greater spreads or less favorable prices than might be the case if Allspring Investments could negotiate commission rates or spreads or select brokers based on best execution. Allspring Investments attempts to accommodate reasonable directed brokerage requests on a "best efforts" basis and it does not

guarantee that any specific target thresholds can be met. In an effort to accommodate reasonable requests while also maintaining the advantages of aggregating client orders, Allspring Investments can in some circumstances execute on a "step-out" basis. Step-out trades allow Allspring Investments to aggregate orders of similar securities and execute one single block through one broker. Upon execution of the aggregated order, portions of the block are "stepped-out", or given up, to other brokers, sometimes to those directed by clients. Clearing and settlement of step-out trades are the responsibility of the receiving broker. Consequently, step-out commissions and sales credits go to the brokers receiving the trades, not the executing broker. Commission rates could differ between the accounts that are stepped-out and those that remain in the aggregated block and some brokers or custodians may choose to assess additional transaction fees for clients' orders that are stepped out to them.

Trade Aggregation and Allocation. For all equity trades, with the exception of trades that support select quantitative strategies, equity trading follows a centralized trading model across all equity teams and is coordinated across one equity trading desk. Fixed-income trading follows a decentralized model. The fixed income portfolio managers also act as traders, therefore trading in the fixed income teams is coordinated on a team-by-team basis. As a result of this more coordinated approach taken for the trading of equities, Allspring Investments may aggregate orders for the purchase or sale of the same security for client accounts where Allspring Investments deems this to be appropriate and in the best interests of the accounts, consistent with applicable regulatory requirements. Due to the decentralized approach followed by fixed income teams, aggregated orders for purchases or sales are uncommon.

Primarily within the equity space, when an aggregated order is filled in its entirety, each participating client account will participate at the average share prices for the aggregated order on the same business day, and the transaction costs will generally be shared pro-rata based on each client's participation in the aggregated order. When an aggregated order is only partially filled, the securities purchased will generally be allocated on a pro-rata basis to each account participating in the aggregated order based upon the initial amount requested for the account, subject to certain exceptions (such as *de minimis* orders) and each participating account will participate at the average share price for the aggregated order at or around the same time the trade was executed. Allspring Investments performs investment advisory services for various clients and may give advice, and take action, with respect to any of those which may differ from the advice given, or the timing or nature of action taken, with respect to any one account, provided that over a period of time Allspring Investments, to the extent practical, allocates investment opportunities to each account on a fair and equitable basis relative to other similarly situated client accounts. A potential conflict of interest could arise if orders for a client do not get fully executed due to being aggregated with orders of other accounts managed by Allspring Investments.

Allspring Investments may group together accounts, including accounts in which it or its

personnel or affiliates may have a beneficial interest, that are managed in similar investment and trading strategies when determining trade cycle and rotation. When making this decision, Allspring Investments may consider timing of cash flows, time since the last rebalance, projected liquidity, and availability of staff and market holidays/closures. Client portfolios will be rebalanced individually and independently from other accounts according to client directed restrictions and strategy constraints, and a trade list for each account will be generated. Unless directed otherwise by a client (including instructions for directed brokerage), the trade lists from grouped accounts may be aggregated for order execution.

Because of market activity, it may not be possible to obtain the same price or execution on all such trades. When this occurs trades are allocated in a manner that Allspring Investments believes is fair and reasonable, taking into consideration its fiduciary duties to all of its clients, and typically involves taking an average of the price and commission. Whenever an average is used, some clients will benefit while others may be disadvantaged. Although in instances where clients are charged the average price, Allspring Investments will make information regarding the actual transactions available to clients, upon the client's request. In such instances where Allspring Investments is trading the same security with multiple brokers due to directed brokerage arrangements, it will try to deliver such orders simultaneously to brokers (and/or communicated concurrently from an SMA standpoint as noted above).

Item 13 - Review of Accounts

Allspring Investments periodically reviews client accounts. A portfolio management team is assigned to each account and is responsible for monitoring and maintaining compliance with client-specific guidelines. A portfolio risk management team monitors risks, intended and unintended, in an effort to help the portfolio management team manage accounts consistent with client expectations. Portfolio risk reports are generated and monitored on a daily basis. On a monthly basis, relevant counterparty, derivative, and product specific risks are reviewed with the firm's Chief Investment Officer(s) and any respective heads of equity, fixed income, and multi-asset class. On a quarterly basis, reviews are conducted with senior management, portfolio managers, and investment risk professionals in order to analyze individual portfolio performance, strategy, and risk.

Written reports are available to clients on either a monthly basis or quarterly basis depending on client needs and requirements. Reports contain information including a portfolio overview showing high-level balances and changes over the time-period, performance versus the benchmark for various periods, holdings as of the end of period, and transactions over the period. In many cases, reports showing the positioning of the portfolio relative to a benchmark, and performance attribution are also included.

Additional compliance procedures are in place to review portfolio and account activity for conformity with client investment guidelines, best execution, use of derivatives, and other considerations. As part of the monitoring process, Allspring Compliance utilizes compliance and trade order systems to provide compliance reviews in conjunction with the portfolio management teams, as appropriate depending on guidelines, to ensure adherence to restrictions and requirements. Alerts on these systems are monitored by Compliance personnel and any warnings are researched and cleared in a timely manner.

Item 14 - Client Referrals and Other Compensation

Allspring Investments has an agreement with Allspring Funds Distributor, a limited purpose broker-dealer and affiliate of Allspring Investments, pursuant to which Allspring Investments compensates Allspring Funds Distributor for client referrals made in compliance with the Advisers Act and rules promulgated thereunder. Allspring Investments has agreed to pay to Allspring Funds Distributor a referral fee in connection with its referral that results in additional client assets to Allspring Investments, in an amount as mutually agreed upon by Allspring Funds Distributor and Allspring Investments.

Allspring Investments also has an agreement with its affiliates, Allspring UK and Allspring Luxembourg pursuant to which Allspring UK and Allspring Luxembourg, respectively, refer potential non-US clients to Allspring Investments for advisory services. In exchange for such services, Allspring UK and Allspring Luxembourg receive fees, respectively, based on its costs incurred with respect to such referrals.

Allspring Investments may from time to time pay compensation to third-party solicitors, placement agents, or to affiliates for client or private fund investor referrals (collectively, "Promoters"). Under these arrangements, Allspring Investments generally pays a portion of the referred client's management fee earned by Allspring Investments to the referring party. In these circumstances, Allspring Investments will ensure that each Promoter complies with the applicable requirements in Rule 206(4)-1 under the Advisers Act. Such requirements may include, depending on the circumstances, maintenance of a written agreement between Allspring Investments and the Promoter, and delivery by the Promoter of certain disclosures to prospective clients or prospective private fund investors setting forth the nature of the relationship between the Promoter and Allspring Investments, any fees to be paid to the Promoter, and related conflicts of interest.

Item 15 - Custody

Allspring Investments does not maintain physical custody of its clients' assets. Client assets are maintained in the custody of broker-dealers, banks and other qualified custodians. Clients should receive account statements from their bank, broker-dealer or other qualified custodian, in addition to any account information that they may receive from Allspring Investments. Allspring Investments urges clients to carefully review their account information and compare official custodial records to the account information provided by Allspring Investments, which could vary from custodial statements based on accounting procedures, reporting dates, or valuation methodologies of certain securities.

In certain cases, Allspring Investments is deemed to have custody of the assets of certain clients pursuant to Rule 206(4)-2 under the Advisers Act (the "Custody Rule"). The Custody Rule defines "custody" as "holding directly or indirectly client funds or securities or having the authority to obtain possession of them." Allspring Investments is considered to have custody of certain clients' accounts when Allspring Investments or a related person of Allspring Investments has the *ability* to access client securities or cash (either directly or indirectly). This would include where Allspring Investments or a related person acts in a capacity such as general partner, managing member, or a comparable position for an unregistered pooled investment vehicle (or "private fund") for which Allspring Investments is also an investment adviser. The private fund clients for which Allspring Investments or a related person serves in such a capacity utilize a qualified custodian that is unaffiliated with Allspring Investments. The private funds are subject to annual audit by an independent public accountant and audited financial statements are delivered to the investors in the funds in order for Allspring Investments to comply with the provisions of the Custody Rule applicable to investment advisers deemed to have custody of the accounts of pooled investment vehicles.

Item 16 - Investment Discretion

DISCRETIONARY AUTHORITY

As described in Item 4, Allspring Investments provides investment management services to clients on both a discretionary and non-discretionary basis. Allspring Investments manages investment portfolios on a discretionary basis according to each client's investment objective, risk profile, and investment guidelines. Discretionary authority is granted to Allspring Investments by the client through the execution of a written investment advisory agreement. The client may limit Allspring Investments' discretionary authority through the terms of the agreement. Absent instructions to the contrary from the client, Allspring Investments may exercise its discretionary authority to determine, without obtaining specific client consent, the securities to be bought or sold for a client's account, the amount of securities to be bought or sold for a client's account, the broker or dealer to be used for the purchase or sale of securities for a client's account, and the commission rates to be paid to a broker-dealer for the securities transactions in a client's account. Generally, Allspring Investments' clients grant it full discretionary authority over the purchase and sale of securities for their accounts, subject to the investment objectives and guidelines that are established by written agreement between Allspring Investments and the client at the time the account is opened.

For registered investment companies sub-advised by Allspring Investments, the respective Board of Directors, Managers or Trustees of such companies establishes guidelines and restrictions, which Allspring Investments complies with in respect to investment strategies that include the type of securities to be bought and sold. Such guidelines can be found in each fund's Prospectus and Statement of Additional Information.

Item 17 - Voting Client Securities (i.e., Proxy Voting)

Allspring Investments has and accepts the authority to vote proxies on behalf of its clients. Allspring Investments has adopted the Allspring Proxy Voting Policies and Procedures (the "Procedures") in accordance with Rule 206(4)-6 under the Advisers Act in an effort to ensure that proxies are voted in the best interests of its clients without regard to any relationship that any affiliated person of Allspring Investments (or an affiliated person of such affiliated person) may have with a particular issuer. Allspring Investments exercises its voting responsibility as a fiduciary with the goal of maximizing value to clients consistent with governing laws and the investment policies and specific requirements of each client.

Allspring Investments has put in place a custom voting policy (the "Policy") to implement the Allspring voting principles and to make every effort to ensure the manner in which shares are voted is in the best interest of clients. Allspring Investments has retained an independent, unaffiliated proxy voting adviser to assist in the implementation of certain proxy voting-related functions including: 1) Providing research on proxy matters 2) Providing technology to facilitate the sharing of research and discussions related to proxy votes 3) Vote proxies in accordance with Allspring's guidelines 4) Handle administrative and reporting items 5) Maintain records of proxy statements received in connection with proxy votes and provide copies/analyses upon request. Except in instances where clients have retained voting authority, Allspring retains the responsibility for proxy voting decisions. Allspring may consider ESG focused research as a point of reference in certain cases deemed to be material to a company's long term shareholder value.

Allspring Investments has established a Proxy Governance Committee (the "Proxy Committee") that is responsible for the proxy voting process and ensuring that the voting process is implemented in conformance with the Procedures. The Proxy Committee monitors the proxy voting adviser and the voting process and votes proxies or directs the proxy voting adviser on how to vote. As a general matter, proxies are voted consistently in the same manner when securities of an issuer are held by multiple accounts.

Allspring Investments may have a conflict of interest regarding a proxy to be voted if, for example, Allspring Investments or one of its affiliates has a relationship with the issuer of a proxy. In most instances, conflicts of interest are avoided through a strict and objective application of the voting guidelines. However, when Allspring Investments is aware of a material conflict of interest regarding a matter that would otherwise be considered on a case-by-case basis by the Proxy Committee, the Proxy Committee will address the material conflict by using any number of specified conflict management methods.

While Allspring Investments uses its best efforts to vote proxies, in certain circumstances, it is impractical or impossible for it to vote proxies (e.g., limited value, unjustifiable costs or

shareblocking in certain countries). Due to these restrictions, Allspring Investments will balance the benefits to the clients of voting proxies against the potentially serious portfolio management consequences of a reduced flexibility to sell the underlying shares at the most advantageous time. As a result, Allspring Investments will generally not vote those proxies in the absence of an unusual, significant vote or compelling economic importance.

Allspring Investments will provide proxy statement to clients and any records as to how Allspring Investments voted proxies on behalf of its client quarterly or upon request. For assistance with this and any other proxy inquiry, clients may contact their relationship manager, call Allspring at 1-866-259-3305 or e-mail: Allspring.clientadministration@allspring-global.com.

Item 18 - Financial Information

As a wholly-owned subsidiary of Allspring Group Holdings, LLC, Allspring Investments' financial statements are consolidated with those of the parent company. There has been no material adverse change in the financial condition of Allspring Investments.

Item 19 – Requirements for State-Registered Advisers

Not applicable.