

Company Overview

March 2026

*Serving the institutional and
private client communities
with high quality investment
solutions since 1996.*

5900 Southwest Parkway
Building 1, Suite 100
Austin, Texas 78735

SAGE | INVEST WITH WISDOM™

Who We Are

- Founded in 1996
- 100% employee operated
- 17-member investment team has an average industry experience of 18 years
- Deliver fixed income SMAs across the yield curve

Why Sage

Agility

Our size and independence as an employee-controlled firm enable us to take a nimble approach.

Alignment

We customize the investment experience to align with each client's unique objectives and needs.

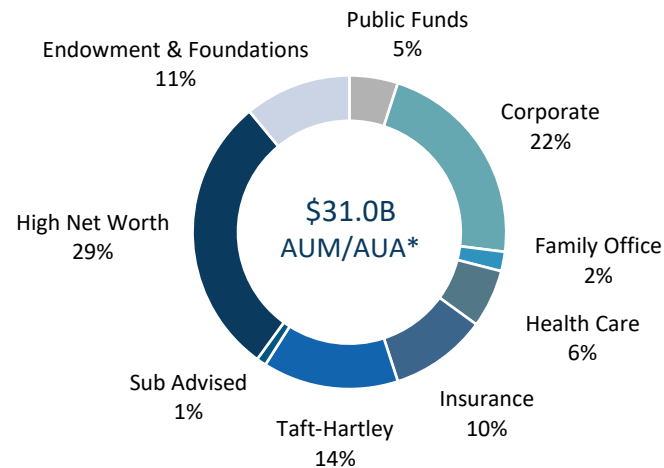
Consistency

We have a tenured investment team and proven process that enable us to deliver expected results.

Culture

We are committed to cultivating a culture of service and trust among our clients, our employees, and our community.

Who We Serve



Community Reinvestment

How We Give Back

At Sage, we're deeply committed to continuous learning and growth — supporting both professional and personal development. Our focus extends beyond the workplace, fostering partnerships with nonprofits, reinvesting in our communities, and cultivating meaningful peer connections.

2025

*best places to work in
Central Texas winner**

\$1,000

*matched per employee
annually to a 501(c)(3)*

129

*firm-sponsored volunteer
hours in 2025*

\$126K

*employee charitable
donations made in 2025*

12

*team building events
throughout 2025*

Our Partnerships




*The Austin Business Journal Best Places to Work Awards are based on confidential employee surveys that evaluate team dynamics, leadership, communication, and overall engagement.


Investment Team


Chief Investment Officers

Robert G. Smith, III, AIF® & CIMC  **Thomas H. Urano, CFA** 
President & Co-CIO Co-CIO

Portfolio Management & Trading

Jeffery S. Timlin, CFA, CMT  **Nicholas C. Erickson, CFA**
Managing Partner | Municipal Vice President | Securitized

Seth B. Henry, CFA  **Brett J. Adelglass, CFA**
Partner | Securitized Associate | Municipal

Andrew K. Demand, CFA  **Nicholas A. Barnard, CFA**
Partner | Credit Associate | Securitized

David L. Luria, CFA **Alex Bender, CFA**
Vice President | Credit Associate | Credit

 Investment Committee

Expert Team Specializing in Institutional Fixed Income

- Average industry experience is 18 years
- Average tenure at Sage is 13 years
- 12 CFA charterholders

Research & Strategy

Robert D. Williams, CFA  **Jae Y. Song, ASA**
Chief Investment Strategist VP, Sr. Research Analyst | LDI

Komson Silapachai, CFA  **Douglas A. Benning**
Partner | Sr. Strategist VP, Sr. Research Analyst | General

Andrew S. Poreda, CFA  **Xochitl C. Maldonado**
VP, Sr. Research Analyst | LDI, Responsible Investing Research Analyst | Quantitative

Emma L. Harper, CIMA
VP, Institutional Research, Client Relations | Responsible Investing

Our Approach

Investment Philosophy

We believe that over complete market cycles, consistent returns are driven by income generation, value opportunities, and rigorous risk management practices.

Generate Income

Generate a consistent income advantage by harvesting a diversified set of risk premiums: duration, credit, structure and liquidity.

Capture Value

Capture value opportunities by taking advantage of market dislocations due to unexpected volatility or market inefficiencies.

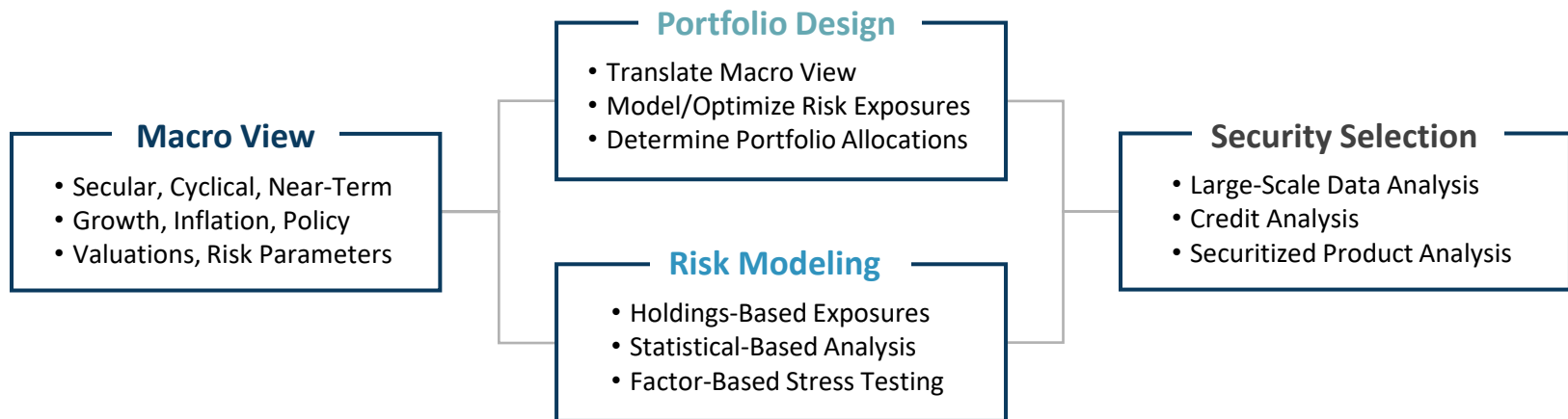
Manage Risk

Actively manage portfolio-level risk to ensure alignment with investment outlook and client objectives.

Our Approach

Investment Process

Our teams work together to balance the development of our macro views with thoughtful portfolio design, value-driven security selection, and active risk management.



Our Approach

Risk Management

We believe that successful risk management requires a multi-dimensional approach utilizing holdings, statistical, and factor-based analysis.

Holdings-Based Measures

Traditional risk measures such as key rate durations, sector exposures, quality distributions, and spreads – relative to market-based indices or custom liability-driven benchmarks.

Statistical-Based Analysis

Analysis of exposures to key factors that impact fixed income portfolios (rates, volatility, spreads, etc.) and the determination of factor contributions, the expected volatility of returns, and tracking error.

Factor-Based Stress Testing

Dynamic scenario testing across simple, historical, and more complex hypothetical factor-based events to determine the distributions of expected returns and tail-risk sensitivities.



Our Strategies & Services

Our Strategies & Services

Traditional Fixed Income

Enhanced Cash Management
Short Term Fixed Income
Intermediate Term Fixed Income
Long Term Fixed Income
Core Aggregate
Core Plus Fixed Income

Responsible Investing Fixed Income

Enhanced Cash Management
Short Term Fixed Income
Intermediate Term Fixed Income
Impact Bond

ETF Models

Core Plus Fixed Income
Global Equity
Multi Asset Income
Sustainable Core Plus Fixed Income
Sustainable Global Equity

Analytics and Reporting

Spending Policy Scenario Analysis
Cash Flow Sensitivity Analysis
Funding Gap Analysis
Risk Budgeting
Customized Distribution Index

Values & Environmental Assessments

Catholic Values
Jewish Values
Christian Values
Sustainable Development Goals (SDG)
Climate & Carbon Impact

Fixed Income Strategies

Strategies Across the Yield Curve*

Short Term	Intermediate	Core	Long/LDI	Credit	Municipal
Enhanced Cash	Moderate Term	Core Aggregate	LDI	Intermediate Corp	Muni Total Return
Short Term	Intermediate Term	Core Plus	Long Term	High Yield	Muni Ladder

Customization Options

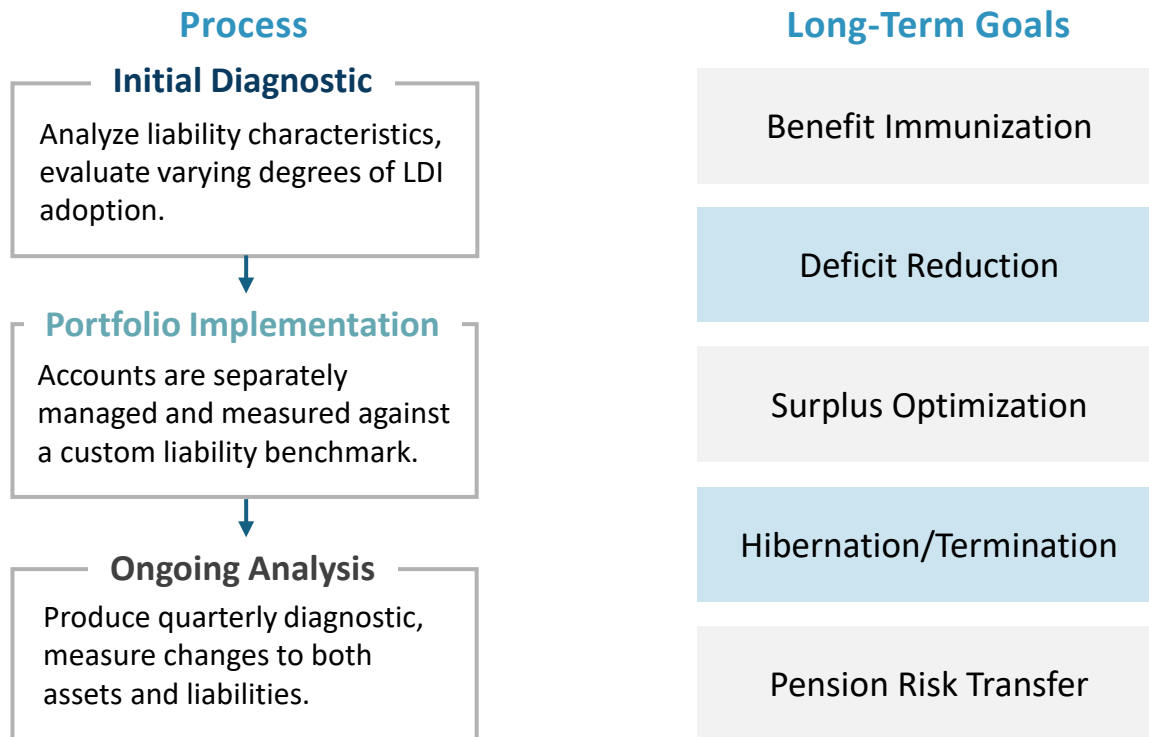
Client Application	Maturity/Duration	Credit Quality	Cash Flow Targeting	Responsible Investing
Customize to the unique purpose of asset pool Example Pension plan de-risking, insurance co. reserves, hospital operating pools	Target a max maturity, duration or ladder Example Maximum maturity of 5 years or duration of less than 1 year	Restrict, limit, expand ratings categories Example Allow allocation to below-IG bonds to enhance yield	Align portfolio with known liquidity needs Example Manage maturities and cash to fund quarterly distributions	Limit or exclude certain industries or securities Example Apply faith-based screens to a corporate bond allocation

*Not a complete list of strategies

Custom LDI Solutions

Our Approach

We start with the end in mind. The relationship between assets and liabilities is a key consideration of the planning process because ultimately, our liability-driven approach is about managing risk. Each account is customized and measured against a custom liability benchmark.



ETF Models

Our Approach

Our ETF model portfolios offer fixed income, equity, or blended allocations—designed to work within reasonable portfolio risk constraints while delivering diversified, actively managed, risk-adjusted returns across market conditions.

➤ Top-Down Approach

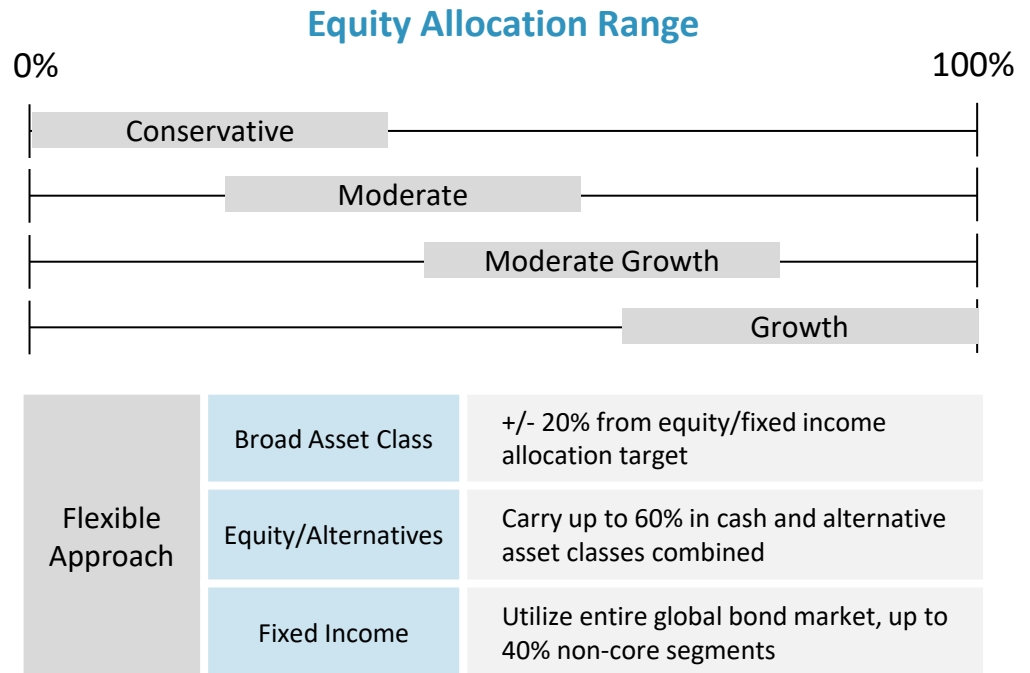
drivers include macro, policy, valuation, and sentiment

➤ Active Management

dynamic portfolio allocation based on 3-6-month outlook

➤ Risk Management

risk budgeting and stress testing are core to process



Responsible Investing Strategies

Our Approach

We offer scalable fixed income and equity strategies that integrate our proprietary sustainability approach, ensuring broad diversification and strong risk management.

Industry Analysis

Materiality

Analyze factors that are most relevant to a company's financial performance and long-term value creation.



Sustainability Risks

Develop a sustainability profile of the industry based on quantitative and qualitative factors.



Exceptions

We minimize exposure to tobacco, coal mining/extraction, and small arms.

Company Analysis

Trends Analysis

Determine how a company is trending in the sustainability factors most relevant to it.



Peer Comparison

Compare a company to its industry counterparts to identify strengths, weaknesses, and competitive positioning.



Controversies

Assess the impact of negative incidents to understand risks and implications for sustainability performance.

Sage Leaf Score

Sage invests only in issuers that have a Leaf Score of 3 or greater



Sustainability Leader



Above Average



Average



Below Average



Sustainability Laggard

Values-Based Investing

Our Approach

Our Values-Based Investment practice integrates an investor's or organization's ethical, moral, or religious beliefs into their investment portfolios. Sage can employ a series of assessment screens designed to identify companies from our investment universe that are involved in activities that align with their values and exclude those that contradict them.

Sustainable Factors

- Identify material sustainability challenges across industries & companies.
- Apply our comprehensive “best-in-class” peer group rating system to identify an appropriate and sustainably focused investment universe
- Select companies rated sustainability industry leaders and avoid sustainability laggards.

Positive Factors

- Our positive or inclusionary factor analysis works to actively identify companies that promote positive ethical, social, and environmental practices.

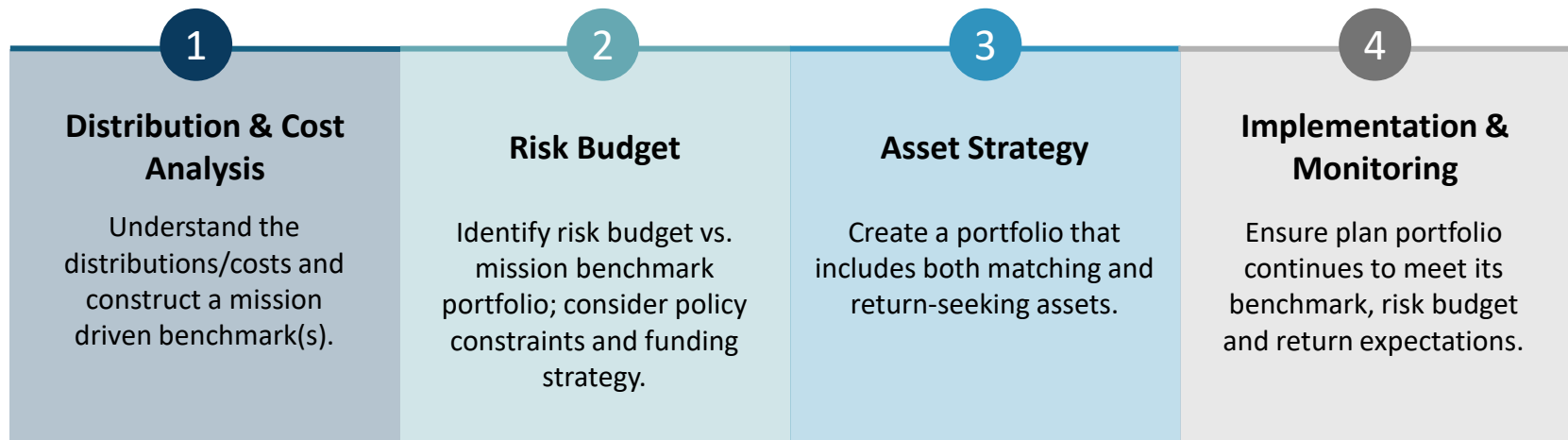
Negative Factors

- Our negative or exclusionary screening actively evaluates and excludes companies involved in activities that may contribute to adverse societal or environmental impacts.

Mission Driven Investing

Our Approach

We recognize that each organization has its own unique mission, funding needs, and spending policies. That's why our investment process is designed to create tailored disbursement benchmarks. These benchmarks offer an efficient framework for assessing client-specific risks and setting realistic return targets. Our goal is to help each endowment and foundation client achieve both their short-term and long-term objectives.



Regional Coverage

Main Sales Contact: 512-895-4130

 **Bob Moser**

Managing Partner, National Director, West
303-887-1887
bmoser@sageadvisory.com

 **Amy Swearingen**

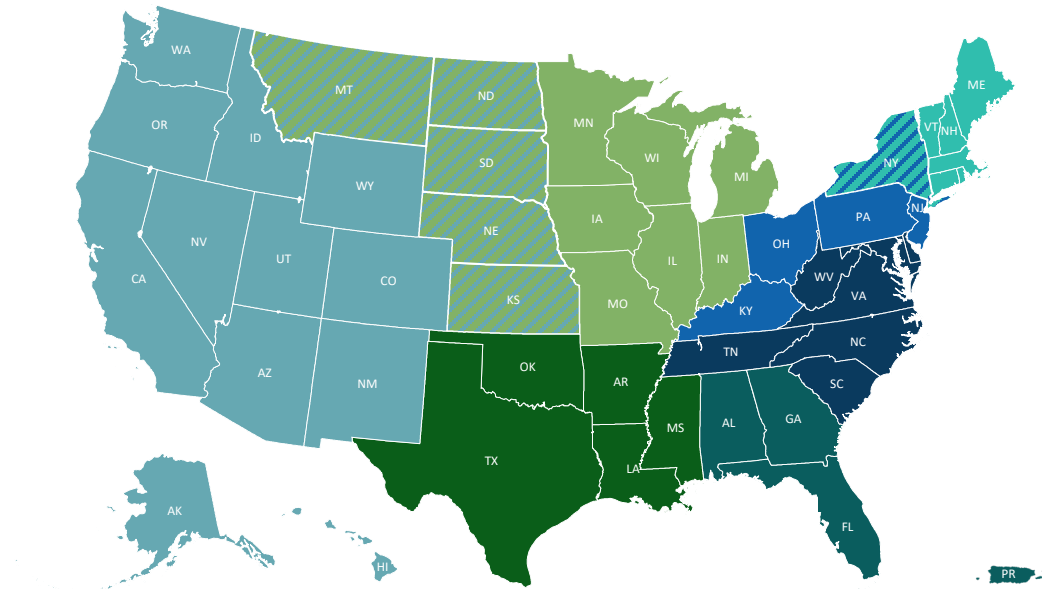
Senior Regional Consultant
512-895-4112
aswearingen@sageadvisory.com

Arthur Cherches

Vice President, National Accounts
512-895-4133
acherches@sageadvisory.com

Lily Atilano

Analyst, National Accounts
512-895-4172
latilano@sageadvisory.com



 **Jamisen Allen**

Regional Director, South
512-895-4180
jallen@sageadvisory.com

 **Bob Flora**

Regional Director, Mid Atlantic
410-459-1830
bflora@sageadvisory.com

 **Curtis Baker**

Regional Consultant
512-895-4117
cbaker@sageadvisory.com

 **Aaron Spatz**

Regional Director, West
303-641-9511
aspatz@sageadvisory.com

 **Brian Larson**

Regional Director, Northeast
347-512-6407
blarson@sageadvisory.com

 **Jake Adams**

Regional Consultant
512-895-4135
jadams@sageadvisory.com

 **Courtney Walker**

Regional Director, Southeast
727-412-3344
cwalker@sageadvisory.com

 **Jack Kulpa**

Regional Director, Eastern Great Lakes
609-610-5848
jkulpa@sageadvisory.com

 **Ben Whipple**

Regional Consultant
512-895-4111
bwhipple@sageadvisory.com

 **Zac Sooter**

Regional Director, Mid West
316-737-3757
zsooter@sageadvisory.com

 **Melania McCarley**

Regional Consultant
512-895-4145
mmccarley@sageadvisory.com

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