

Company Overview

May 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.

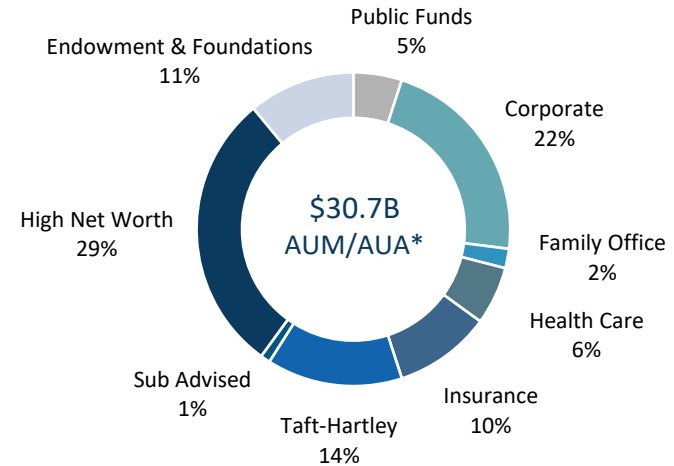
Consistency

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.

2026

*Investment News Best Places to Work 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 2026 Best Places to Work is awarded by Investment News. Sage did not compensate Investment News for this award. Award consideration was based on data covering a trailing 12-month period.


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, Research Analyst | Quantitative
Responsible Investing

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.

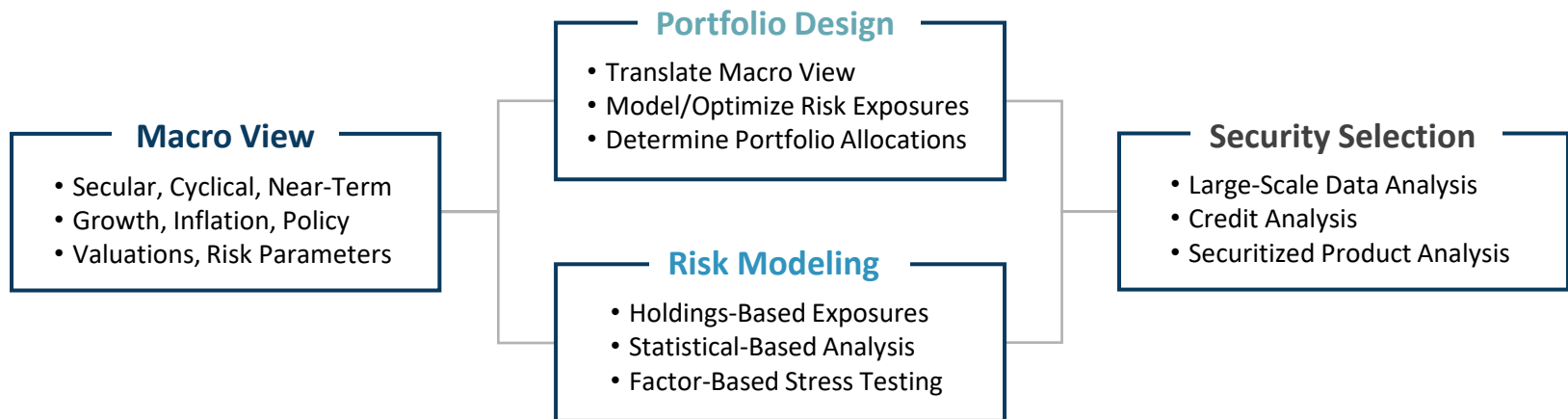
Manage Risk

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
Core Fixed Income

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

Customize to the unique purpose of asset pool

Example

Pension plan de-risking, insurance co. reserves, hospital operating pools

Maturity/Duration

Target a max maturity, duration or ladder

Example

Maximum maturity of 5 years or duration of less than 1 year

Credit Quality

Restrict, limit, expand ratings categories

Example

Allow allocation to below-IG bonds to enhance yield

Cash Flow Targeting

Align portfolio with known liquidity needs

Example

Manage maturities and cash to fund quarterly distributions

Responsible Investing

Limit or exclude certain industries or securities

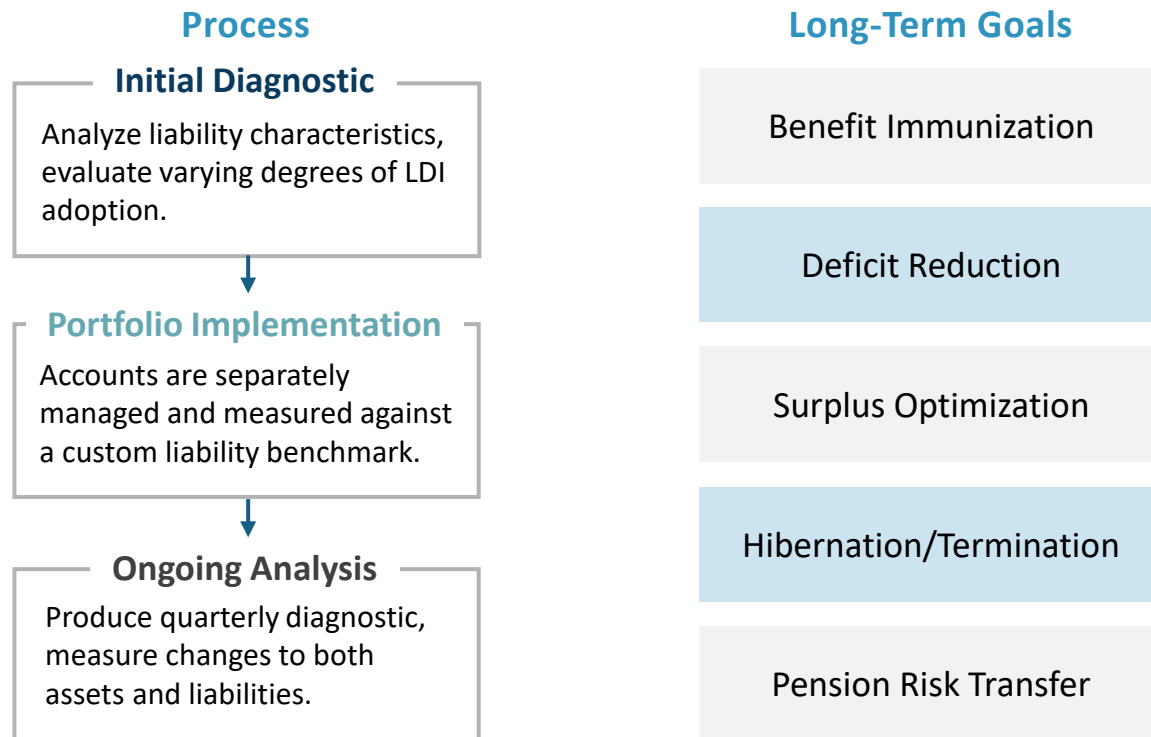
Example

Apply faith-based screens to a corporate bond allocation

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

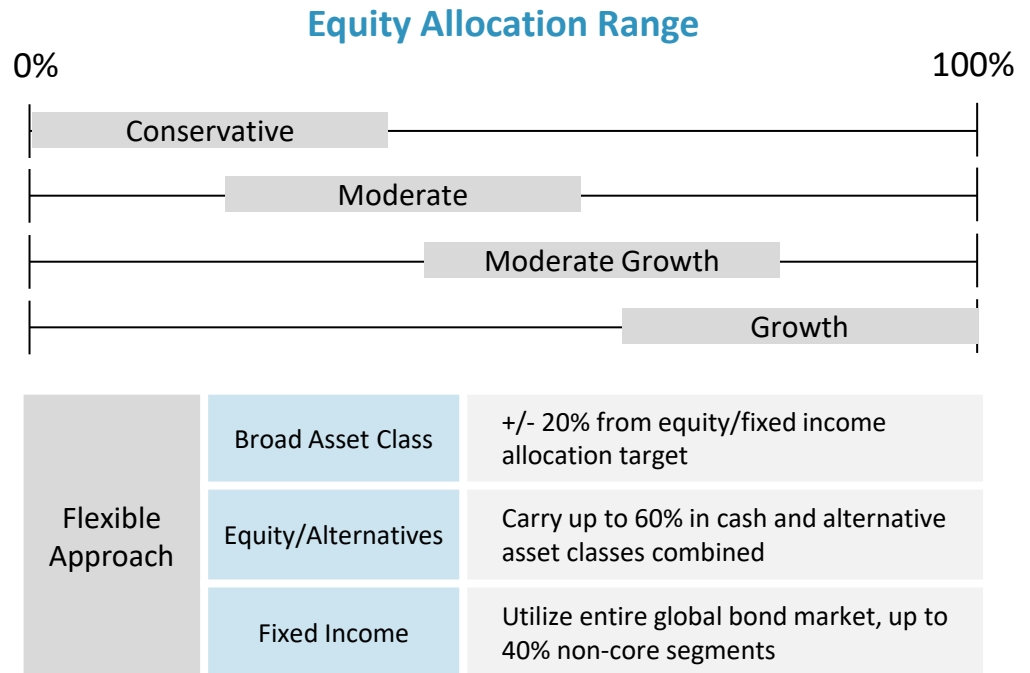
drivers include macro, policy, valuation, and sentiment

➤ 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.

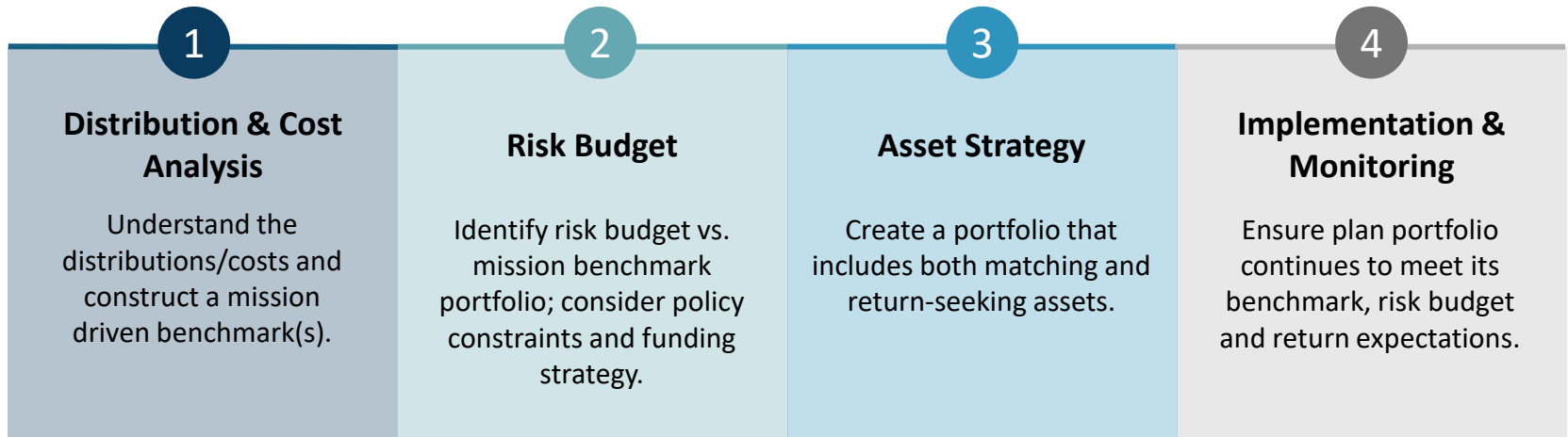
Negative Factors

- 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

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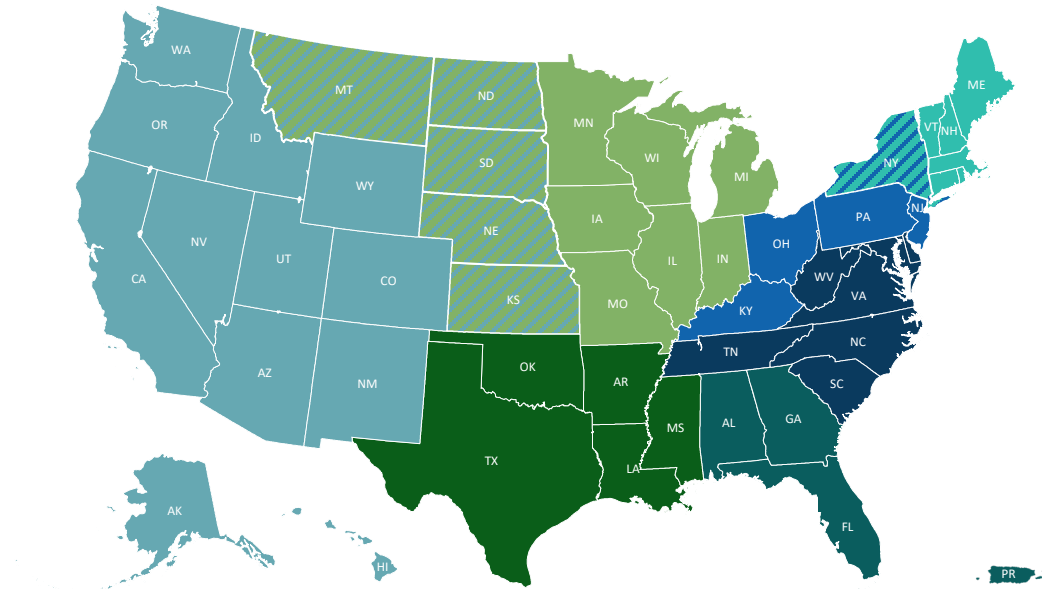
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