



SAGE CREDO: OUR CODE FOR GOOD WORK.



2025



ABOUT SAGE

SO MUCH MORE THAN ITAD

While many claim to do so, Sage is one of the only IT Asset Disposition (ITAD) providers placing the secure reuse of electronics at the forefront of our practice in order to slow climate change.

Our co-founders, Bob Houghton and Jill Vaské, are ITAD sustainability pioneers. As founders of Redemtech, they defined best practices for the ITAD industry in security, asset management, and responsible recycling—including foundational support for the e-Stewards Certification program, the Microsoft Authorized Refurbisher program, and the Coalition for American Electronics Recycling.

When they founded Sage in 2014, their combined ITAD expertise and unwavering commitment to environmental sustainability resulted in an ITAD company designed with sustainability at the forefront. We serve the following (and in this order): the planet, our customers, our colleagues, our communities, our suppliers, and our shareholders.

MISSION

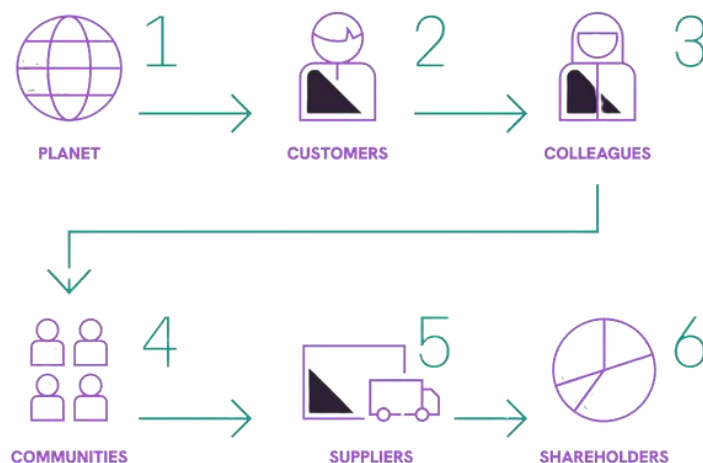
TO MAKE THE WORLD MORE
SUSTAINABLE BY EXTENDING THE
LIFE OF ELECTRONICS AND MAKE
TECH AVAILABLE AND AFFORDABLE
FOR EVERYONE.

VISION

WE WILL ACHIEVE OUR MISSION BY FOCUSING ON WHO WE WORK WITH, AND HOW WE WORK TOGETHER.



WHO WE WORK FOR



WHO WE ARE

We are building a diverse team of top performers who demonstrate:

- Integrity and initiative
- Commitment to our mission
- Personal accountability for business results

EVERYONE A MASTER

Our work is technical and demanding. Becoming a master of your domain requires study and discipline.

- Learn your work in detail
- Know your numbers. Are you achieving your goals?
- Continuously improve





TRANSPARENCY & METRICS

KNOW YOUR NUMBERS. HIT YOUR NUMBERS.

Personal accountability for business results is supported by metrics and transparency.

We measure relentlessly and share the data. You must be comfortable being known by your accomplishments.

ACCESS & COMMUNICATION

- Respect comes first
- Every door is open
- Everyone is available to anyone in the company
- Open, honest, clear and direct communication with one another is a source of our strategic advantage





ALL BOSSES ARE STUPID

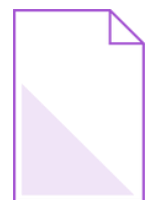
It's true, eventually - sorry.

We rely on you to know what's best in your domain—to speak up, and to fight for our stakeholders' interests. You must be comfortable “managing up” with our leaders, because YOU are personally accountable for business results.

Open, honest, clear and direct communication with our leaders is another source of strategic advantage.

OUR POLICIES ARE SIMPLE

- Use good judgment
- Act with integrity
- Keep your promises (or make it right in advance)
- Respect everyone
- Serve the greater good
 - Team > Self
 - Company > Team
 - Customer > Company
 - Mission > Customer





COMPENSATION

If your primary motivation is money, you don't belong here.

That said, our best people will be top-tier earners relative to the market for their skills, experience, and positions.

Every team member will share in the success of our business.

WORK-LIFE BALANCE

Work+Life. It's not either/or.

We believe that both should be enjoyable and fulfilling.

Fulfillment at work requires a commitment to our mission and achieving results. We understand this requires the support of others in your life.

We also know meeting your life commitments requires our support, including soccer games, anniversary dinners, and sick kids. We want you to be accountable for personal results, too.



SHARPENING THE SAW

Where do you want to be in five years? This is not a hypothetical question.

Everyone is expected to grow continuously - professionally and personally.

And our leaders are responsible for helping you define and achieve your goals.

WHO WILL LOVE IT HERE?

People who are committed, hard-working and accountable.

People who are adaptable, who are comfortable with change.

Open people.

Positive people.

We don't think you can be happy in life - or be a great employee - if you don't love your job.

