

MARK HAYS

Managing Director, Director of Sustainable & Impact Investing



Mark Hays is a Managing Director and Director of Sustainable & Impact Investing at Glenmede. In this role, he provides strategic leadership of Glenmede's sustainable and impact investing efforts. Mark and his team are responsible for the development of new investment capabilities, the creation and delivery of innovative thought leadership, and the deepening of relationships with clients and industry partners.

Previously, Mr. Hays served as Vice President of Sustainable Investing for J.P. Morgan Asset Management. In this role, he developed an enhanced ESG integration framework and led its implementation for more than 25 investment teams and over \$1 trillion in assets, while helping to create and launch three sustainable investment strategies. Before this role, he served as Vice President of Impact Investments for Flat World Partners, where he oversaw a team responsible for sourcing, investment due diligence, impact analysis, and recommendation of opportunities for sustainable thematic portfolios representing over \$1 billion in institutional capital. Mark started his career at Cambridge Associates, serving endowments and foundations on portfolio construction.

Mark is a Board Member & Treasurer for Believe in Students, a national charity, a member of the Sustainable Investing Leadership Team for the CFA Society, and an Advisory Board Member of the Journal of Wealth Management.

Mr. Hays holds an M.B.A. from London Business School and a B.S. from Wake Forest University.

(T) 215-419-6941
Mark.Hays@Glenmede.com