

# *Inclusion & Community* at Glenmede



# *Fostering* an Environment of Inclusion and Belonging

At Glenmede, who we are, what we stand for, and how we operate centers on respecting and valuing all people.

## **Striving for Excellence**

Our culture is welcoming, inclusive, and dynamic. We believe that collaboration among team members with varied backgrounds, experiences, and perspectives leads to enhanced decision-making, innovative solutions, and better outcomes for our clients and for the communities in which we live and work. Every person, in every role and at every level, plays a vital part in our collective effort to deliver an outstanding client experience. By recognizing that everyone contributes, we create an inclusive environment that naturally encourages success.

## **Our Inclusion & Community Themes**

With the commitment and involvement of senior leadership and employees throughout our firm, we focus on three primary themes.

**Attract:** Draw upon a broad range of exceptional talent to meet the unique needs of our clients.

**Retain:** Create a culture of belonging to ensure all employees feel respected, valued, and empowered to do their best work.

**Develop:** Provide opportunities for our diverse, talented team to grow and advance.

## **Focused Efforts for Focused Results**

Our Employee Resource Groups (ERGs) bring together colleagues who share common backgrounds and allies who support them, creating opportunities for connecting, learning, and impact. All employees are welcome to join and participate in our ERGs, which help advance Glenmede's business goals and objectives.



## Glenmede ERGs

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### Women in Investing Network at Glenmede (WING)

Offers an environment for women and provides opportunities for them to develop leadership skills and broaden their networks.

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### Multicultural Mosaic

Promotes diversity, celebrating different life experiences and cultivating an environment that fosters respect, understanding, and opportunity.

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### Caregivers: Assistance, Resources, Education, and Support (CARES)

Provides guidance and resources to employees who are caregivers to help navigate the challenges associated with their care-giving responsibilities.

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### Supportive Authentic Glenmede Alliance (SAGA)

Furthers our vision of Glenmede as an inclusive and welcoming workplace for LGBTQ+ employees and their allies.

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### Supporting Talent of Emerging Professionals (STEP)

Develops employees in their growth, connection, and impact within their careers.

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## People and Culture Ambassador Program

Glenmede's People and Culture Ambassador Program provides a space for employees to learn about allyship, fostering a more supportive workplace and a deeper understanding of the diverse perspectives and needs of our colleagues and clients.

## Serving Our Communities

We focus on giving back to our communities. Employees are involved in numerous volunteer efforts throughout the year, dedicating their time and professional skills to a broad range of organizations, including those that focus on health, human services, education, the arts, and economic empowerment. Many of our colleagues accept leadership roles in community organizations, serving on committees and boards of directors.

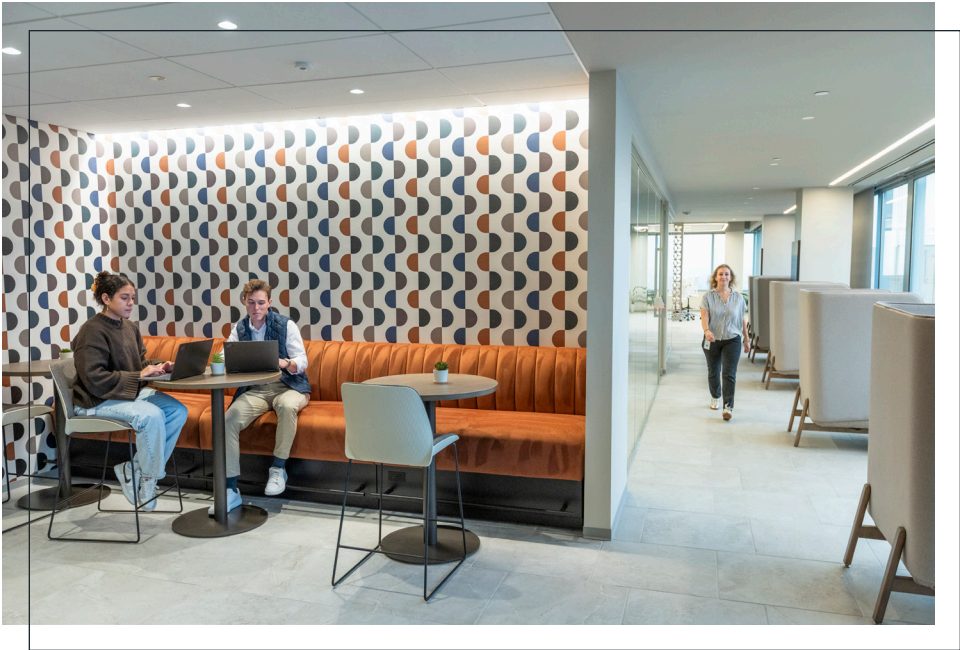
## Committing Our Resources

Financially, we support our communities through individual giving, our Corporate Matching Gift Program, sponsorships, events, and various donation drives held throughout the year. We have long-standing partnerships with organizations that share Glenmede's vision of empowering financial futures. We believe supporting organizations that provide education and resources will help our communities grow stronger and more financially secure.

### Proud of Our Culture

At Glenmede, our employees are our most valuable assets. We strive to provide our employees with the pathways they need to make a meaningful impact on our firm, our communities, and our clients. Our values support continuous career growth and development in all areas of the organization.

By equipping our employees with the tools they need to thrive, we aim to empower them to deliver the personalized experience and expertise our clients require. In our experience, employees and clients make long-term commitments to a firm they are proud to be a part of.



To learn more about inclusion & community at  
Glenmede, please visit [www.glenmede.com](http://www.glenmede.com).

Glenmede is among the nation's leading investment and wealth management firms. Together with its affiliates, the company oversees \$50.1 billion of assets under management (as of 12/31/2025) for high-net-worth individuals, families, family offices, endowments, foundations, and institutional clients. Headquartered in Philadelphia, the firm has offices in Ohio, Delaware, Florida, New Jersey, New York, Pittsburgh, and Washington, DC. For further information, please visit [www.glenmede.com](http://www.glenmede.com).