

## **Biography:**

### **Bob (Baljit) Mann, BA, MBA**

Bob Mann, a seasoned professional with a diverse skill set in sustainable business practices, responsible investing, and green real estate development (sustainable and affordable housing), is poised to bring his extensive experience to a Board Director role at Vancity. With a career spanning over two decades, Bob has consistently demonstrated strategic leadership, a global perspective, and an unwavering commitment to corporate responsibility.

### **Professional Experience:**

In his role as the former President and COO of Sustainalytics for 15 years, Bob provided executive leadership for a global team of over 1000 professionals across 12 international offices. Under his guidance, Sustainalytics achieved remarkable success, becoming one of the world's top two responsible investment research firms. His strategic vision and efficiency enhancements resulted in a sustained growth rate of 20% to 25% over a decade, coupled with a 10% increase in productivity and a vibrant company culture that contributed to a 25% increase in employee retention.

As a co-founder and director at Artian Development, Bob played a pivotal role in building a company specializing in the development of medium-density, multi-family residential projects with a deep commitment to sustainability, affordability, and innovation. His leadership led to the execution of projects that earned Artian Developments the coveted Vancity Ethics in Action award for green building. Notably, Bob spearheaded the development of the first mixed-use building in North Vancouver, integrating affordable housing units as part of the project.

### **Key Achievements:**

- Led Sustainalytics to become one of the world's top two responsible investment research firms.
- Drove Sustainalytics' strategy, achieving sustained growth and increased productivity, fostering a vibrant company culture.
- Executed projects at Artian Developments, resulting in the organization receiving Vancity's Ethics in Action award (for green building).
- Led the development of the first mixed-use building in North Vancouver, integrating affordable housing units.

### **Community Engagement:**

Bob's commitment to sustainability extends beyond his professional endeavors. Actively engaged in community and volunteer work, he aligns with Vancity's values. His involvement in fostering cohousing communities and sustainable development projects showcases a dedication to creating positive social and environmental impacts. Bob has served on the boards of Canadian Business for Responsibility, the Sustainability Network, and the advisory committee for The Centre of Excellence in Responsible Business (COERB) at the Schulich School of Business (York University). This diverse board experience reflects his commitment to driving positive change beyond organizational boundaries.