

## **CreateTO Executive Compensation Policy**

**Date:** February 23, 2024

**To:** Board of Directors, CreateTO

**From:** Chief Executive Officer, CreateTO

**Wards:** All

### **SUMMARY**

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CreateTO is committed to its executive compensation being set in a transparent, accountable, and consistent manner that protects public interest while attracting, motivating, and retaining highly talented Executives to manage the organization while also demonstrating value for money to the CreateTO Board, the City of Toronto, and to taxpayers and ratepayers. This Executive Compensation Policy was developed in accordance with “Guiding Principles for the Development of Senior Executive Compensation Policies at City Agencies and Corporations (Updated June 2023)”.

### **RECOMMENDATIONS**

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The Chief Executive Officer recommends that the Board of Directors, CreateTO adopt the attached Executive Compensation Policy, which has been developed in accordance with the City of Toronto's “Guiding Principles for the Development of Senior Executive Compensation Policies at City Agencies and Corporations (Updated June 2023)”.

### **FINANCIAL IMPACT**

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None

### **DECISION HISTORY**

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None

### **COMMENTS**

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None

## **CONTACT**

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## **SIGNATURE**

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Vic Gupta  
Chief Executive Officer

## **ATTACHMENTS**

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Attachment 1 - Executive Compensation Policy