



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

2025 Performance Appraisal - Chief Executive Officer

Date: February 5, 2026
To: CreateTO - Human Resources Committee
From: Chief Executive Officer, CreateTO
Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about an identifiable person and deals with a proposed or pending acquisition or disposition of land by the Board of Directors, CreateTO.

SUMMARY

This report provides information respecting the 2025 performance appraisal for the Chief Executive Officer, CreateTO.

RECOMMENDATIONS

The Chief Executive Officer, CreateTO recommends that:

1. The Board of Directors, CreateTO direct that the information contained in Confidential Attachment 1 and Confidential Attachment 2 remain confidential in their entirety, as they deal with personal matters about an identifiable person and with a proposed or pending acquisition or disposition of land by the Board of Directors, CreateTO.

FINANCIAL IMPACT

There is no financial impact to CreateTO or its managed corporations as a result of the adoption of the recommendation in this report.

DECISION HISTORY

At its meeting on January 26, 2026, the Board of Directors, CreateTO adopted, with amendments, [Item RA23.9, Re-establishing the CreateTO - Human Resources Committee](#). In doing so, the Board re-established this Committee and amended the Terms of Reference to include, among other changes, a reduction in the composition of the Committee by one member to three members and establishing the Chair of the CreateTO Board as an ex-officio member.

<https://secure.toronto.ca/council/agenda-item.do?item=2026.RA23.9>

At its meeting on January 30, 2025, the Board of Directors, CreateTO adopted, with amendments, [Item RA16.5, 2025 CreateTO Annual Objectives and Work Plan](#). In doing so, the Board approved CreateTO's 2025 Annual Objectives and the performance objectives for the Chief Executive Officer for 2025.

<https://secure.toronto.ca/council/agenda-item.do?item=2025.RA16.5>

At its meeting on November 28, 2024, the Board of Directors, CreateTO adopted [Item RA15.4, CreateTO Total Compensation Review](#) and, in doing so, directed the Chief Executive Officer to eliminate the Short-Term Incentive Plan for all CreateTO employees.

<https://secure.toronto.ca/council/agenda-item.do?item=2024.RA15.4>

At its meeting on September 13, 2021, the Board of Directors, CreateTO adopted [Item RA24.1, Human Resources Committee Terms of Reference](#) and, in doing so, established the Terms of Reference for this Committee as detailed in [Attachment 1](#) to the accompanying report.

<https://secure.toronto.ca/council/agenda-item.do?item=2021.RA24.1>

At its meeting on July 7, 2021, the Board of Directors, CreateTO adopted, with amendments, [Item RA23.8, CreateTO Organizational Matters - Staffing Request](#) and, in doing so, established a Human Resources Committee with a mandate to consider a report on CreateTO organizational matters and to consider any related human resources matters.

<https://secure.toronto.ca/council/agenda-item.do?item=2021.RA23.8>

COMMENTS

CreateTO has an annual performance management process in place for all staff. This process aligns the work of individuals with organizational strategy and Board priorities, drives accountability and professional development, and provides evidence for delivery against objectives and resource allocation.

Specifically, CreateTO uses a merit-based salary adjustment program. This is a part of the broader Total Compensation program and balances the need for financial sustainability and accountability with considerations related to recruitment and retention. CreateTO's performance management program was closely modelled after the one

used by the City of Toronto for their non-union staff and the key aspects of CreateTO's program align with the City's program.

The Chief Executive Officer's performance assessment is undertaken by the Board of Directors, CreateTO on an annual basis. The Board fulfils this through the CreateTO - Human Resources Committee. The Committee's mandate includes the review and recommendation of annual objectives for the Chief Executive Officer and annually assessing their performance in meeting those objectives. The Committee provides recommendations to the Board for both annual objectives and the Chief Executive Officer's performance appraisal.

Confidential Attachment 1 and 2 contain the performance objectives for the Chief Executive Officer for 2025, as approved by the Board in January 2025, and an assessment of performance in meeting those objectives.

CONTACT

Gloria Pakravan, Vice President, People and Culture, CreateTO, 437-755-2341, gpakravan@createto.ca

SIGNATURE

Vic Gupta
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1: 2025 Performance Appraisal - Chief Executive Officer

Confidential Attachment 2: 2025 Performance Appraisal - Work Plan Outcomes