

2026 Annual Objectives - Chief Executive Officer - Update

Date: June 5, 2026

To: Board of Directors, CreateTO

From: Chief Executive Officer

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

As requested by the Board of Directors at its April 27, 2026 meeting, this report presents the updated 2026 annual objectives for the Chief Executive Officer, CreateTO, incorporating targets, timelines and/or metrics to evaluate their achievement.

RECOMMENDATIONS

The Chief Executive Officer, CreateTO recommends that:

1. The Board of Directors, CreateTO approve the updated 2026 annual objectives for the Chief Executive Officer, CreateTO as detailed in Confidential Attachment 1.
2. The Board of Directors, CreateTO direct that the information contained in Confidential Attachment 1 remain confidential in its entirety, as it deals 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 recommendations in this report.

DECISION HISTORY

At its meeting on April 27, 2026, the Board of Directors, CreateTO approved in principle the revised 2026 annual objectives for the Chief Executive Officer, CreateTO and requested the Chief Executive Officer to report back to the Board of Directors of CreateTO at its next meeting with specific metrics, where applicable, to evaluate the achievement of the objectives.

<https://secure.toronto.ca/council/agenda-item.do?item=2026.RA25.5>

At its meeting on February 20, 2026, the CreateTO - Human Resources Committee referred [Item RD1.4 - 2026 Annual Objectives - Chief Executive Officer](#) to CreateTO staff and requested staff report directly to the Board of Directors, CreateTO meeting on March 6, 2026 with updated 2026 Annual Objectives.

<https://secure.toronto.ca/council/agenda-item.do?item=2026.RD1.4>

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 the Committee and amended the Terms of Reference. The mandate of the Committee includes the review and recommendation of annual objectives for the Chief Executive Officer.

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

COMMENTS

The Board of Directors, CreateTO must approve the Chief Executive Officer's annual objectives each year. The Board approved the 2026 annual objectives for the Chief Executive Officer at its April 27, 2026 meeting, but requested that the Chief Executive Officer report back to the Board with specific metrics, where applicable, to evaluate the achievement of the objectives.

Confidential Attachment 1 contains the updated annual objectives for the Chief Executive Officer for 2026, with targets, timelines and/or metrics incorporated.

CONTACT

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SIGNATURE

Vic Gupta
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1: Updated 2026 Annual Objectives - Chief Executive Officer