

2026 Annual Objectives - Chief Executive Officer

Date: February 5, 2026

To: CreateTO - Human Resources Committee

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

This report presents the recommended 2026 annual objectives for the Chief Executive Officer, CreateTO for the review and approval of the CreateTO - Human Resources Committee at their meeting on February 20, 2026.

Should the Committee have feedback on the recommended annual objectives at their February 20 meeting, staff will amend Confidential Attachment 1. A revised Confidential Attachment 1 would then be submitted directly to the Board of Directors, CreateTO as part of this item for approval at the March 6, 2026 meeting.

This approach enables the Committee to discharge its mandate vis-à-vis recommending annual objectives for the Chief Executive Officer to the Board, and ensure timely incorporation into CreateTO performance management processes and organizational work plan.

RECOMMENDATIONS

The Chief Executive Officer, CreateTO recommends that:

1. The Board of Directors, CreateTO approve the 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 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 the Committee and amended the Terms of Reference.

<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 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>

COMMENTS

The Board of Directors, CreateTO must approve the Chief Executive Officer's annual objectives each year. 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 contains the recommended annual objectives for the Chief Executive Officer for 2026.

CONTACT

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SIGNATURE

Vic Gupta
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1: 2026 Annual Objectives - Chief Executive Officer