

March 9, 2026

Re: President and Chief Executive Officer's 2025 Goal Achievement Review and the Goals for 2026

Dear Members of the TO Live - Human Resources and Stakeholder Relations Committee and the Board of Directors of TO Live,

Background:

Establishing written, measurable goals for the President and Chief Executive Officer is considered a governance best practice and a key component of both strategic direction and performance evaluation. The Board of Directors of TO Live formalized and adopted this process at its Board meeting on June 19, 2025, with the intention of becoming an annual process, aligned with the fiscal year transition, and to support both backward-looking performance assessment and forward-looking goal setting.

Recommendation:

That the Board of Directors of TO Live:

1. Approve the President and Chief Executive Officer's goal achievements from 2025, as outlined in Confidential Attachment 1.
2. Approve the President and Chief Executive Officer's goals for 2026, as outlined in Confidential Attachment 2.
3. Direct that Confidential Attachment 1 and 2 remain confidential in its entirety as it contains personal matters about an identifiable individual, including City of Toronto or Board employees.

Thank you.

Brian Astl
Chair
TO Live - Human Resources and Stakeholder Relations Committee

Confidential Attachment 1 – Achievements from 2025
Confidential Attachment 2 – Goals for 2026