



**GREAT
CANADIAN**
CASINO | RESORT
TORONTO



REXDALE COMMUNITY BENEFITS AGREEMENT

2024 ANNUAL REPORT

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LETTER FROM AGM, ANAHIT TANTUSHYAN

This year has been marked by growth, the forging of new partnerships, and the exciting opportunities that lie ahead. As Great Canadian Casino Resort Toronto continues to excel in the gaming industry, we look to continue strengthening the communities we belong to as well.

Reflecting on 2024, it has been an honour to work alongside our incredible Great Canadian team, our partners and the communities we serve. This year has been marked by growth, the forging of new partnerships, and the exciting opportunities that lie ahead. As Great Canadian Casino Resort Toronto continues to excel in the gaming industry, we look to continue strengthening the communities we belong to as well.

We take pride in working alongside the City of Toronto, key stakeholders and the community on the Rexdale Community Benefits Agreement to deliver equitable outcomes for North Etobicoke. 2024 marks the 6th year of the Rexdale Community Benefits Agreement and the success of the file is evident with the creation of over 3,000 new positions for our resort operations – with 50% of these positions being filled by team members belonging to equity-deserving groups and the local community. In 2024, One Toronto Gaming also invested \$102.3 million in local and diverse businesses, supporting minority-owned and local enterprises. We also hosted our first community event this year through our Community Access to Space Agreement which provides free or low-cost venues to North Etobicoke organizations.

It has been a rewarding experience engaging with team members and external stakeholders on the Rexdale CBA this year. Great Canadian Casino Resort Toronto is grateful for the ongoing support of the City of Toronto and our community partners on the Rexdale CBA and we look forward to continued collaboration to ensure the long-term success of this initiative for Rexdale residents.



Anahit Tantushyan

Anahit Tantushyan
Assistant General Manager,
Great Canadian Casino Resort Toronto



Gwen Stefani performs in the Great Canadian Toronto's new entertainment venue for the casino resort's Grand Opening Weekend.



BACKGROUND

One Toronto Gaming is a partnership between Great Canadian Entertainment and Brookfield. Great Canadian operates 23 casinos in Ontario, BC, Nova Scotia, and New Brunswick, including Great Canadian Casino Resort Toronto. The Rexdale – Casino Woodbine Community Benefits Agreement ('Rexdale CBA') was adopted by City Council in 2018 as a condition of expanded gaming at Casino Woodbine with various conditions focused on local employment, childcare, supply chain diversity, community access to space and an international marketing plan. The Rexdale CBA is a legally binding commitment by the Ontario Gaming GTA Limited Partnership (OGGLP) to the City of Toronto to meet the outlined conditions set by City Council.

ACCOUNTABILITY, MONITORING AND PUBLIC REPORTING

Throughout the lifespan of the agreement, One Toronto Gaming has worked with both external and internal stakeholders to develop and execute strategies to achieve the goals of the Rexdale CBA, overseen by three primary governance tables:

- The Community Steering Committee (CSC), convened by the City of Toronto
- The Great Canadian Toronto Responsible Gambling Oversight Committee, convened by the Ontario Lottery and Gaming Corporation (OLG); and
- The Employment and Labour Market Advisory Working Group (ELMA), convened by Great Canadian Casino Resort Toronto

While not formally recognized as a table, the Employment and Labour Market Partners Working Group (ELMPWG) is a fourth table that plays a pivotal role in supporting the ELMA

table with the implementation of the Employment and Labour Market Plan (through collaboration of workforce development activities). The ELMPWG is comprised of several key community partners that provide employment services and assist in the advancement of hiring activities for community members interested in casino employment opportunities. The ELMPWG is convened by the City of Toronto's Employment and Social Services division (TESS) and brings together relevant community partners from the Woodbine Local Area to leverage existing employment services for local and equity-deserving groups.

As stated in the Rexdale CBA (Clause 15), OGGLP will report annually on the progress of the Rexdale CBA outlined commitments in addition to reporting quarterly to monitor the progress on operation and construction employment at Great Canadian Casino Resort Toronto.

2024: GREAT CANADIAN TORONTO YEAR IN REVIEW

2024 was a year full of action for Great Canadian Casino Resort Toronto. Our official Grand Opening event on May 5th, 2024, marked the beginning of the celebrations.

The opening ceremonies featured a lion and dragon dance to symbolize good luck and success, along with a traditional Chinese eye-dotting ceremony. Dignitaries in attendance included Ontario Premier Doug Ford, Ontario Minister of Finance Peter Bethlenfalvy, Duncan Hannay, CEO of Ontario Lottery and Gaming ('OLG'), and Matthew Anfinson, CEO of Great Canadian Entertainment. The event was also attended by VIP guests including key stakeholders like the City of Toronto, community organizations and Rexdale CBA community representatives.

Opening ceremonies activities continued throughout the weekend with performances by award-winning artists Gwen Stefani and Blake Shelton at Great Canadian Toronto's state-of-the-art entertainment theatre. The sold-out shows reflect the promising future of one of the city's newest entertainment venues and the first major venue in Etobicoke. Acknowledging the value of the arts and its direct impact on both culture and the economy only underscores the significance of this venue, particularly for the Woodbine Local Area ('WLA').

In September 2024, Great Canadian Toronto unveiled its highly anticipated High-Limit Slots and High-Limit Table Games Rooms, offering a more curated experience for guests who enjoy premium gaming. The High-Limit Table Games Room features 26 live tables with a wide range of options for players, including private tables and private patios. The High-Limit Slots area has a dedicated Guest Services kiosk and VIP Cage, lounge and dining area for added convenience. High-limit gaming is one of the ways we continue to establish Great Canadian Toronto as a top destination for entertainment and hospitality.

Great Canadian Casino Resort Toronto ('Great Canadian Toronto') is also forging exclusive partnerships to significantly enhance our gaming offerings. Our recent partnership with GG-Poker, which will provide guests with an elevated online and live gaming experience, marks a significant step toward enhancing this gaming experience.

"This collaboration ups the ante on Toronto's poker offerings giving players access to the top tournaments and rewards, and cements Great Canadian Toronto as the go-to destination for a world-class poker experience in the city."

Michael Kim
Executive Vice President, Operations
Great Canadian Entertainment

As we step into 2025, we're excited about the future of Great Canadian Toronto. We are closing in on the completion of our external retail spaces, which will only further enhance the entertainment complex and elevate the appeal of Great Canadian Toronto. With exciting shows and events lined up through our Live Nation partnership in our theatre, tied with new partnerships like GG-Poker that will bring World Series of Poker tournaments to Great Canadian Toronto, we look forward and embrace the great things to come.



Blake Shelton performing on Great Canadian Toronto's stage during Grand Opening Weekend.

WHAT MAKES GREAT CANADIAN GREAT: OUR TEAM

As always, the success of Great Canadian Toronto is driven by our phenomenal team members, who work diligently to ensure we remain a top hospitality destination. We deeply value and appreciate their dedication to delivering the best customer service experience for our guests. Our team reflects diversity, passion and talent which is what allows us to be great. Great Canadian Toronto cares about the voices and ideas of our team and have developed forums to receive feedback to ensure that as we grow, we also meet the needs of our team as well. Our annual company-wide Team Member Survey and quarterly team member town halls allow us to hear from our teams. Our leadership team analyzes the feedback and

develops goals and solutions that can be tracked throughout the year to better address team member needs.

In 2024, we launched Team Member Resource Groups to celebrate and support equity-deserving team members, providing them with a space to discuss what matters most to them. These Resource Groups are open to all team members, allowing them to join if they identify with an equity-deserving group or as an ally. This also demonstrates Great Canadian Entertainment's commitment to diversity and our ongoing support of equity-deserving team members.

THE FOLLOWING GROUPS CURRENTLY EXIST TO STRENGTHEN INCLUSIVITY AT GREAT CANADIAN TORONTO:



EnAble created to empower team members with visible and invisible disabilities.



Pride Resource Group seeks to build an inclusive culture where 2SLGBTQIA+ team members are empowered and enabled to bring their authentic selves to work.



Women's Resource Group uplifts women identifying team members to excel in their professional and personal development.



Black and Indigenous Excellence empowers Black and Indigenous team members to achieve professional and personal growth.



Mosaic is a resource group for team members where different cultures and experiences are celebrated and supported.

Great Canadian Toronto will continue to promote inclusion, belonging, and diversity while always advocating for our team members. We are committed to fostering a work environment that is safe, equitable, and supportive for everyone.



COMMUNITY ENGAGEMENT



Haven's Closet, a key program at Haven on the Queensway that supplies families in Etobicoke with free clothing.

Supporting communities through our corporate giving program, PROUD, is a top priority at all Great Canadian Entertainment destinations. In 2023, through our PROUD Programs, Great Canadian invested over \$1.2 million into local communities, reinforcing our commitment to making a positive impact where we operate. More information about Great Canadian Entertainment's community initiatives across our properties can be found in our annual [Community Impact Report](#).

Great Canadian Toronto has collaborated with several community organizations to support local initiatives this year, many of which have been in partnership with our Signature Charity Partner, Haven on the Queensway. This organization is dedicated to serving the Etobicoke and Greater Toronto Area by providing a range of programs and services to families facing financial difficulties. At our Grand Opening Ceremony, Great Canadian Toronto was proud to present Haven on the Queensway with a \$50,000 donation to support their impactful work they do in the community. Our team also actively supports the organization through corporate volunteering, dedicating time to assist with sorting donations, and organizing food and clothing drives throughout the year to support Haven on the Queensway's food bank and second-hand closet.

Great Canadian Toronto was PROUD to present Haven on the Queensway with a \$50,000 donation



Great Canadian Toronto team members delivering coffee and treats to a local fire station for 2024 PROUD Week of Giving where our site supports local community organizations.

The work we accomplish through our PROUD program is a vital aspect of Great Canadian's ongoing commitment to community support. We see it as a privilege to contribute to the growth and well-being of the communities we belong to, striving to make a positive and lasting impact on those who need it most.

PROUD

COMMUNITY · PEOPLE · BUSINESS



Great Canadian Toronto team members delivering food to The Salvation Army for 2024 PROUD Week of Giving where our site supports local community organizations.

LETTER FROM HAVEN ON THE QUEENSWAY

"We wish to express our deepest gratitude for selecting the Haven on the Queensway as your Signature Charity Partner. Your generous donation of \$50,000 will make a significant difference in supporting the various programs offered by the Haven to serve the community of Etobicoke and Greater Toronto. Your recognition of the impact that each of our five programs has on the lives of individuals is deeply appreciated. Through these initiatives, the Haven is currently assisting over 6,000 individuals and families every month, helping them build a brighter future. Your partnership ensures that we can continue to provide essential resources such as food, clothing, and other necessities to those in need. The Haven serves as a vital community center for individuals facing significant financial challenges, offering programs and services to empower them towards self-sufficiency.

We are excited about our partnership and the positive impact it



will have on our community. Together, we look forward to further strengthening this collaboration and achieving our shared goal of supporting those in need. The leadership and the board of the Haven are committed to realizing this vision, and we are grateful for your invaluable support. The need is greater than ever, and with your ongoing generosity, we can continue to serve our people.

Thank you once again for your generosity and commitment to making a difference in the lives of others. We are honoured to have Great Canadian Casino Resort Toronto as our partner in serving the community of Etobicoke and Greater Toronto."

John Jefkins
President, Board of Directors

Roger Berg
Executive Director



Great Canadian Toronto Grand Opening Celebration, presenting \$50,000 donation to Haven on the Queensway.



Team member appreciation events.

ESG AT GREAT CANADIAN ENTERTAINMENT

Great Canadian Entertainment recognizes the importance of managing environmental, social, and governance ('ESG') risks and opportunities for the benefit of its stakeholders, including shareholders, team members, Crown partners, and communities. ESG initiatives are overseen by our Board of Directors and they receive regular updates at quarterly board meetings. We also have a designated ESG Working Group made up of Board Members and Executive Leadership and the group is focused on developing and implementing Great

Canadian Entertainment's ESG strategy and play a key role in shaping our ESG strategy.

In 2023, Great Canadian Entertainment identified key ESG areas for our company framework with 12 material topics identified. These key areas were developed by evaluating their impact on the company and their significance to stakeholders, utilizing international frameworks such as SASB standards for guidance.

GREAT CANADIAN ENTERTAINMENT ESG FRAMEWORK

In 2024, our ESG Working Group identified 27 additional initiatives to further strengthen our commitment to sustainability and responsible business practices, aligned with our material topics.



Some of the key completed initiatives include:

Establishing an ESG Governance Framework

Disclosing Great Canadian Entertainment's ESG framework in our 2024 Community Impact Report, with ESG now becoming a standing agenda item at Board meetings.

Updating the Supplier Code of Conduct

Revision of our Supplier Code of Conduct to ensure our suppliers operate ethically, legally, and in alignment with our core values, policies, and procedures, with a particular focus on issues like modern slavery.

Strengthening Partnerships with Diverse and Local Suppliers

Continued partnerships with non-profit supplier councils to increase our investments into diverse and local businesses.

These initiatives reflect our ongoing dedication to enhancing ESG practices at Great Canadian Entertainment and creating lasting positive impacts for our business, stakeholders and communities.

REXDALE CBA, YEAR 6

CITY OF TORONTO 5 YEAR REVIEW

2024 was transformative for the Rexdale CBA. With the [City of Toronto's 5-Year Review](#) and key components of the Rexdale CBA file coming into play, this year was truly one for the books. In 2023 the City's Community Benefits Unit conducted its 5-Year Review of the Rexdale CBA in collaboration with One Toronto Gaming and key stakeholders to track outcomes, assess the status of clauses, and evaluate the relevance of specific clauses outlined in the file. This review was critical to adapt to the changing needs of the Rexdale CBA, identify recurring challenges, and ensure overall accountability of the agreement. The review produced 16 recommendations focused on different areas highlighting opportunities for growth. The City of Toronto also highlighted

that One Toronto Gaming has demonstrated transparency, accountability, and strong oversight of the Rexdale CBA, while successfully meeting all Responsible Gambling targets ([City of Toronto Rexdale CBA 2023 Progress Update](#)).

With the guidance of the City and the cooperation of Rexdale CBA stakeholders, One Toronto Gaming has acted on all recommendations, with 5 recommendations currently in progress and 11 fully completed. One Toronto Gaming looks forward to continuing its collaboration with the City of Toronto and Rexdale CBA stakeholders to successfully implement all recommendations from the review, ultimately strengthening the outcomes of the Rexdale CBA.

2024 COMMUNITY BENEFITS AWARD

Great Canadian Toronto was honored to receive the Community Benefit's Award in June 2024 at the Building Diversity Awards ('BDA'). The Toronto Community Benefits Network ('TCBN') hosted their annual nationwide event, which featured a speech from City of Toronto's Mayor, Olivia Chow, and various organizations involved in Community Benefits projects. The event provided an opportunity to highlight the different Community Benefits initiatives happening across Canada. The Community Benefits Project Award recognizes a major construction project with a formal community benefits agreement that has successfully met or exceeded the outcomes outlined in the agreement. Great Canadian Toronto is honored to have received this award as the City of Toronto's first Community Benefits project and we share this achievement with them and all the stakeholders who have contributed to making this project a success.



City of Toronto's Mayor, Olivia Chow giving speech at Toronto Community Benefits Network's 2024 Building Diversity Awards Gala.



Great Canadian Toronto receiving Community Benefits Project Award at 2024 Building Diversity Award Gala.

Great Canadian Toronto's entertainment venue under the Community Access to Space agreement. This marks a full-circle moment for both One Toronto Gaming and TCBN who has been a strong advocate and stakeholder of the Rexdale CBA. Hosting this celebrated event in our space will truly be special.

REXDALE CBA WEBSITE

This year, Great Canadian Toronto launched its [Rexdale Community Benefits Agreement website](#). The site provides an overview of the Rexdale CBA, including background information and updates on progress toward key targets. It also highlights important initiatives such as the Community Access to Space agreement, procurement opportunities, responsible gambling efforts, and updates on the childcare centre. All Rexdale CBA reports are conveniently accessible through the website and we hope that stakeholders, community members, and anyone interested in learning more about the Rexdale CBA will find this site valuable and informative.

CITY OF TORONTO'S SHARE OF GREAT CANADIAN TORONTO GAMING REVENUES

Since 2000, the City of Toronto has received a portion of gaming revenues through a Municipal Contribution Agreement. In 2023, the City, through the OLG, received \$26.4 million in gaming revenue generated by Great Canadian Toronto and has received \$411.1 million since the initial opening of the casino in 2000. While these funds are not specifically allocated for designated services or programs, they provide the City with flexibility to support a range of essential public services, government operations, emergency funds, and infrastructure development.



In 2023, the City, through the OLG, received \$26.4 million in gaming revenue generated by Great Canadian Toronto

REXDALE CBA, YEAR 6 PROGRESS

3,160
Team Members
Hired for
Operations

2,819
Team Members
Hired for
Construction

50%
of Team
Members belong
to an equity-
deserving group or
the Woodbine
Local Area

\$102.3
million
invested into Local
and Diverse
Businesses

PROJECT HIGHLIGHTS

5
Community
Venues for
community
organization
use

\$5
million
contributed to
local childcare
centre

EMPLOYMENT

In 2024, One Toronto Gaming worked with the City of Toronto to update the Employment and Labour Market Plan for 2024-2026. The plan is a collaborative work plan that aims to outline the various employment initiatives for Rexdale CBA related employment. The plan outlines 3 strategic priorities:

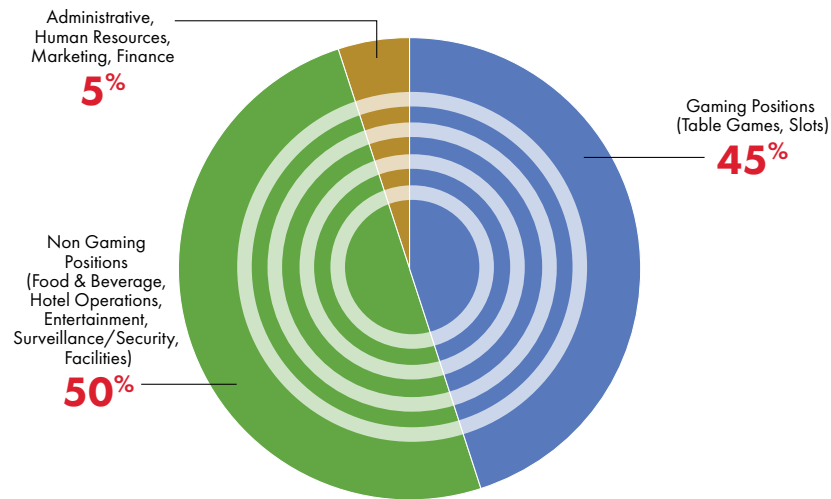
1. **Stability for Current Staff and Career Laddering:** Align with OTG expectations and existing collective agreements to provide stability for current team members and offer new opportunities for career growth and advancement.
2. **Expanded Employment:** In June 2023, One Toronto Gaming opened the Great Canadian Casino Resort Toronto. Upon completion, the expansion is expected to create 2,500 new positions, including both gaming and non-gaming roles at the casino resort.

3. **Employment Equity:** Through community engagement, training, and inclusive recruitment practices, the labour market plan aims to create pathways to meaningful employment for local residents, Indigenous, Black, and equity-deserving communities.

At the end of 2023, Great Canadian Casino Resort Toronto had a total of 1,900 active team members. By the end of 2026, the casino expects to have 2,275 active full-time and part-time team members, with the understanding that employment projections may be influenced by factors such as market changes, potential labour interruptions, and operational delays. Upon the full maturation of the project (estimated to happen after 2026), Great Canadian Toronto anticipates having 2,500 active full-time and part-time team members for its operations.

Great Canadian Toronto will continue to create a wide variety of employment opportunities for local and equity-deserving individuals.

Figure 1. Job Diversity at Great Canadian Casino Resort Toronto 2024 - 2026



While large-scale hiring has slowed, Great Canadian Toronto remains committed to creating employment opportunities through various pathways. The company continues to provide community partners with labour forecasts, job descriptions, and requirements to help prepare candidates for future roles.

Additionally, the casino will participate in local hiring events and pre-employment activities to engage with the community. Between 2024 and 2026, Great Canadian Toronto anticipates creating approximately 375 full-time and part-time positions to support its continued expansion.

FORECASTED POSITIONS TO REXDALE COMMUNITY IN 2024

Great Canadian Toronto forecasted approximately 125 full-time and part-time positions for the community in 2024. These positions included both gaming and non-gaming roles like facility operations, slots, cage of coin, table games, food and beverage, hotel operations, and entertainment.

All positions forecasted for 2024 fell under the technical employment category, using the City of Toronto’s Professional, Administrative, and Technical (‘PAT’) labor forecasting template.

Food and Beverage			
Host/Hostess Bartender	Fine Dining Server	Server	Cooks (1st, 2nd, 3rd Cooks)
Hotel Operations			
Front Desk Agent	Bell Person	Housekeeping	Room Attendant
Facility Operations			
Housekeeping			
Entertainment			
Usher	Usher Supervisor	Box Office Agent	Box Office Supervisor
Gaming			
Table Game Dealer		Slot Technician	

COMMUNITY EMPLOYMENT OUTREACH

Great Canadian Toronto partnered with Toronto Employment and Social Services and local community organizations through the Rexdale CBA's ELMPWG to help connect residents with employment opportunities at the casino. Creating these employment pathways involved a range of activities, including providing community partners with forecasted positions throughout the year, which led to two hiring events (both held at Great Canadian Toronto) and one community information session.

Great Canadian Toronto also participated in other community-focused employment events, such as the Fallstaff Community Hiring Fair and the Career Foundations Multi-Employer Hiring Fair, where our recruitment team engaged with candidates and promoted open positions at the casino. A new community employment partner, Hospitality Action and Training Centre ('HTA 75') joined the Rexdale CBA ELMA table this year. HTA 75 invited Great Canadian Toronto to participate in their Employer's Roundtable, where

we contributed to shaping priorities for workforce development in Toronto's hospitality industry.

Looking ahead, Great Canadian Toronto is committed to collaborating with both existing and new community partners to advance the employment initiatives outlined in the Rexdale CBA. In 2025, we will strategically engage local and equity-deserving communities to help meet our employment targets, while also developing metrics for a Social Longitudinal Analysis of active team members at the casino. This will allow us to better assess and understand the needs of team members hired through the Rexdale CBA employment initiatives.



Great Canadian Team Members attend HTA 75's Open House event where our Director of Talent Acquisition was a guest speaker for their Front of House Training cohort.

EMPLOYMENT DELIVERABLES

Community Referrals

In 2024, Great Canadian Toronto received approximately 220 individual community referrals from community partners (excluding candidates referred to multiple positions) and successfully hired 24 candidates from these referrals. These referrals were submitted by employment partners based on a labour forecast provided by the casino to promote open positions. Additionally, Great Canadian Toronto documented 13 community referrals through Personal Disclosure forms, where candidates disclosed which community employment partner had referred them to the job opportunity. Great

Canadian Toronto collaborated closely with Toronto Employment Services and local community organizations to develop detailed pre-screening processes, provide job descriptions, and establish clear position requirements, ensuring candidates were well-prepared for success. Great Canadian Toronto looks forward to continuing its partnership with the City and community organizations to create better employment pathways, aiming to increase the community referral-to-employment rate.

Total Team Members Hired

Since the start of expanded gaming in 2018, Great Canadian Casino Resort has hired approximately 3,160 team members for its operations with 392 team members hired in 2024 to

support the casino resort operations. As of December 2024, the casino had 1,794 currently active team members (1,101 full-time and 693 part-time team members).

Figure 2. Total Number of Team Members Hired in 2024

	New Hires	Total Team Members Hired Since Expanded Gaming (2018 -2024)	Active Team Members
January 2024	49	2,817	1,751
February 2024	51	2,868	1,755
March 2024	31	2,899	1,751
April 2024	15	2,914	1,745
May 2024	24	2,938	1,726
June 2024	33	2,971	1,741
July 2024	11	2,982	1,738
August 2024	30	3,012	1,726
September 2024	29	3,041	1,741
October 2024	57	3,098	1,738
November 2024	42	3,140	1,785
December 2024	20	3,160	1,794



As of December 2024, the casino had 1,794 currently active team members

Social Hiring

Great Canadian Toronto has hired a total of 1,319 equity-deserving hires, or “social hires,” as defined by the Rexdale CBA. A social hire is an individual who identifies as belonging to one or more of the following equity-deserving categories: Aboriginal, a person with disabilities, a member of racialized groups, a woman, LGBTQIA2S, a newcomer, immigrant, refugee, or a person with low income or youth.

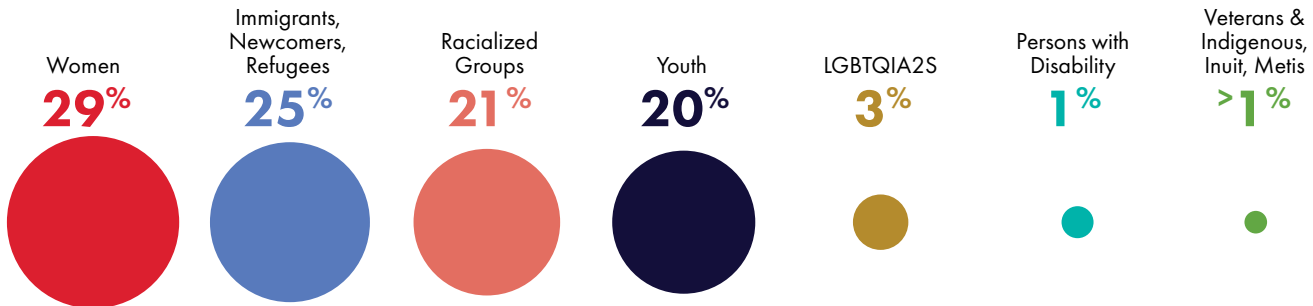
These 1,319 social hires represent 42% of the total team members hired through the redevelopment. In 2024, 108 social hires joined the Great Canadian Toronto team, which includes 522 full-time and 797 part-time team members.

Figure 3. Total Number of Social Hires in 2024

	Increase	Social Hires	Total Team Members Hired Since Expanded Gaming (2018 -2024)	Social Hire Percentage
January 2024	26	1,237	2,817	44%
February 2024	4	1,241	2,868	43%
March 2024	19	1,260	2,899	43%
April 2024	7	1,267	2,914	44%
May 2024	4	1,271	2,938	43%
June 2024	8	1,279	2,971	43%
July 2024	14	1,292	2,982	43%
August 2024	4	1,296	3,012	43%
September 2024	7	1,303	3,041	43%
October 2024	9	1,313	3,098	42%
November 2024	3	1,316	3,140	42%
December 2024	3	1,319	3,160	42%

Since the start of the redevelopment project, a total of 1,841 different equity-deserving categories have been identified by social hires under the Rexdale CBA. The leading categories selected include:

Figure 4. Social Hire Categories Since Expanded Gaming (2018-2014)



Local Hiring

In 2024, Great Canadian Toronto identified a total of 18 local hires from the Woodbine Local Area ('WLA') bringing the project total to 257 local hires, or 8% of the total team members hired through the redevelopment. The WLA is defined in the Rexdale area as the 7-kilometer radius surrounding the casino resort and includes the following postal codes: M9W, M9V, M9R and M9P.

While the Great Canadian Toronto has consistently met the social hiring target since 2018, local hiring has remained a significant challenge. Since the start of the Rexdale CBA, local hiring has remained a priority for Great Canadian Toronto. Looking ahead, our organization continues to strategically

explore ways to better engage the local community for employment opportunities. Currently local hire information is collected through personal disclosure forms during onboarding where they can voluntarily disclose if they belong to an equity-deserving group or reside in the Woodbine Local Area – creating a gap in the data being collected.

The Rexdale CBA target for local and social hiring is 40%, with at least half of these hires coming from the WLA. With the introduction of the new local hiring report and the strategic local hiring plan set to launch in 2025, Great Canadian Toronto is confident that these initiatives will help improve its local hiring outcomes and meet its targets.

Enhanced Reporting

In Q4 2024, Great Canadian Toronto integrated new questions from the City of Toronto's updated Employee Intake forms into our personal disclosure forms to collect more detailed demographic information from Rexdale CBA hires. Participation in this personal disclosure process is completely voluntary, with the form clearly outlining privacy rights and the purpose of data collection. The new questions focus on gender, sexual orientation, age range, race, and the team members place of birth or length of time in Canada. We look forward to presenting this enhanced data in the 2025 Rexdale CBA Annual Report.

Currently, the response rate for personal disclosure forms stands at 38%, with 129 team members opting to disclose their local and social hire status, and 214 choosing not to

disclose in 2024. Great Canadian Toronto is working closely with both internal teams and external stakeholders to identify solutions for improving personal disclosure rates.

To help bridge the gap in local reporting, Great Canadian Toronto has developed a local hiring report aimed at capturing data that might be missed through voluntary self-disclosure forms. This report includes all team members who began working in 2024, cross-referenced with the data from personal disclosure forms to eliminate overlap. The result shows 61 local hires in 2024, compared to only 18 identified through self-disclosure forms. Moving forward, Great Canadian Toronto will continue to track local hiring alongside voluntary disclosure data to ensure more accurate and comprehensive reporting.



**The Rexdale CBA
target for local
and social hiring
is 40%**

Woodbine Local Area Expansion

Throughout 2024, Great Canadian Toronto participated in a sub-committee with community partners and the City of Toronto as part of a recommendation from the 5-Year Review of the Rexdale CBA regarding the potential expansion of the WLA definition in 2025. This recommendation suggests including additional postal codes from surrounding

Toronto Community Housing Corporation properties and Neighbourhood Improvement Areas identified by the City of Toronto. Great Canadian Toronto looks forward to the outcomes of this discussion to effectively improve local hiring outcomes for this file.

Figure 5. Total Number of Local Hires in 2024

	Increase	Local Hires	Total Team Members Hired Since Expanded Gaming (2018-2024)	Local Hire Percentage
January 2024	1	240	2,817	9%
February 2024	0	240	2,868	8%
March 2024	0	240	2,899	8%
April 2024	3	243	2,914	8%
May 2024	2	245	2,938	8%
June 2024	2	247	2,971	8%
July 2024	5	252	2,982	8%
August 2024	0	252	3,012	8%
September 2024	2	254	3,041	8%
October 2024	2	256	3,098	8%
November 2024	1	257	3,140	8%
December 2024	0	257	3,160	8%

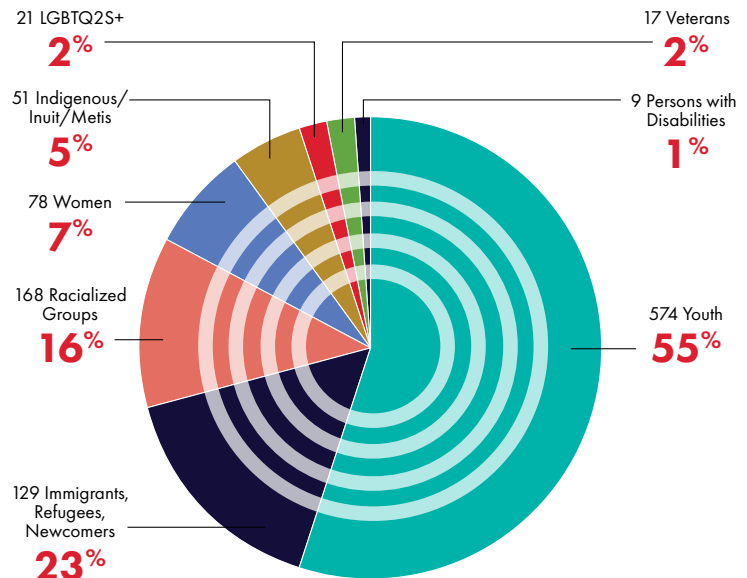


Construction Employment

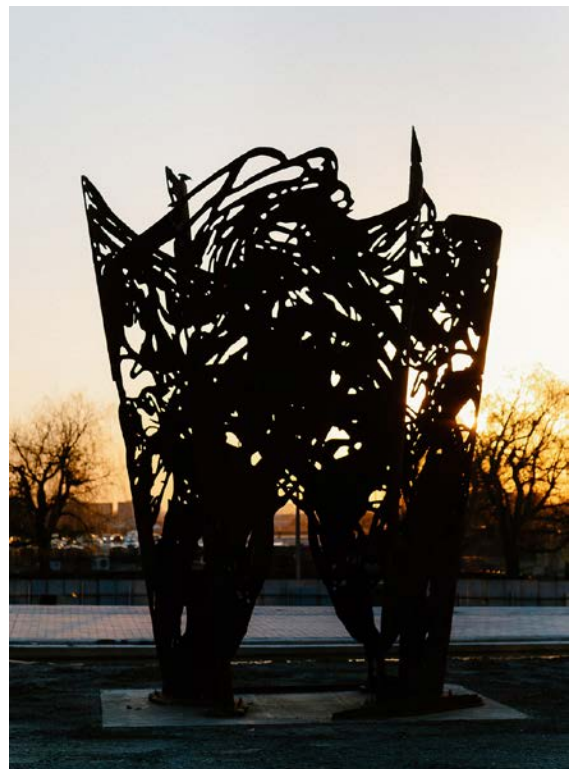
The construction employment target in the Rexdale CBA aims to ensure that 10% of overall construction employment (apprentices or journeypersons) are filled through local or social hiring, with a focus on youth employment. In Q4 2023, the City of Toronto launched its first set of construction employment tracking tools to monitor hours and other relevant targets. However, by that time, Great Canadian Toronto's construction was 95% complete. In 2024, construction activity slowed significantly as the majority of the property was finished. Great Canadian Toronto will collaborate with the City of Toronto to assess where construction employment tools could be used for the remainder of this project and beyond if the opportunity arises.

Our site is proud to have hired a total of 2,819 construction workers for the redevelopment project, with 79 new hires joining in 2024. Similar to the personal disclosure forms used for employment operations, new construction hires are given a survey during onboarding to voluntarily disclose if they belong to an equity-deserving group or reside in the Woodbine Local Area. In 2024, the response rate for construction personal disclosure forms was 38%, with 30 team members choosing to disclose and 49 choosing not to disclose. To date, there have been 807, or 29%, of construction hires that identify as a social hire (identify with one or more equity-deserving group) with 1,047 equity-deserving categories selected with the leading categories including Youth, Racialized Groups, Immigrants, Newcomers, and Refugees. Throughout the stretch of this redevelopment project there have been 65 construction hires who self-disclosed that they reside in the WLA (2% of all construction hiring for this project).

Figure 6. Construction Social Hire Categories Since Expanded Gaming (2018-2024)



Our site is proud to have hired a total of 2,819 construction workers for the redevelopment project, with 79 new hires joining in 2024



SUPPLY CHAIN DIVERSITY

Great Canadian Entertainment is proud of its long-standing commitment to diverse and local procurement. As part of this commitment, One Toronto Gaming is dedicated to creating opportunities for diverse and local suppliers, in alignment with the Rexdale CBA. We're always looking for ways to improve our procurement processes, and we're pleased to have integrated the Supplier iO platform across all Great Canadian Entertainment properties. This tool has allowed us to engage more effectively with all suppliers, with a special focus on businesses owned by underrepresented groups and those within the Woodbine Local Area. It's a key step forward in strengthening our efforts to support diversity and the local community.

In 2024, One Toronto Gaming also leveraged its membership with two influential non-profit supplier councils—Women Business Enterprises Canada (WBE) and the Canadian Aboriginal and Minority Supplier Council (CAMSC). These partnerships have been instrumental in providing our team with valuable resources, tools, and access to a network of diverse and local vendors that continue to support our business.

Great Canadian Entertainment's Vice President of Procurement, Silvia Perry, was honoured to be nominated for Procurement Business Advocate of the Year at the CAMSC Awards Gala, thanks to a nomination from one of our diverse suppliers. This recognition highlights our team's dedication to creating opportunities for diverse vendors and further solidifies our commitment to inclusive procurement practices. One Toronto Gaming developed a Business Opportunity Outreach plan this year, which outlines our approach to vendor engagement, support for both new and existing vendors, and our vision for One Toronto Gaming procurement. The plan also includes contact information for local and diverse vendors who are interested in learning more about procurement opportunities.

We also hosted our 2nd Annual Supplier Diversity Roundtable event on November 28th, 2024, in partnership with CAMSC. The event brought together over 60 vendors from the CAMSC, WBE, York University, and Buy Social Canada vendor directories. This year's event included the

following vendor categories: facilities management, food and beverage, entertainment, and printing.

Key Objectives of Our Supplier Diversity Roundtable

- Broadening our visibility to diverse and local suppliers, with the aim of having 1-on-1 meetings with 30% of participants, while the remainder engage in open-forum discussions on opportunities and capabilities.
- Identifying potential vendors for inclusion in upcoming sourcing activities.
- Creating feedback loops with vendors to strengthen and improve our engagement strategies.

A key supply chain diversity target outlined in the Rexdale CBA is that 10% of One Toronto Gaming's annual procurement should be sourced through local or diverse suppliers (excluding construction-related and specialized gaming procurement). In 2024, One Toronto Gaming's baseline procurement spend was \$308.9 million. With the parameters set by the Rexdale CBA, the total diverse and local supplier spend in 2024 amounted to \$102.3 million—comprising

\$100.5 million invested in local vendors (across 18 suppliers) and \$1.8 million directed towards diverse vendors (across 3 suppliers) which is 33.1% of One Toronto Gaming's baseline spend. One Toronto Gaming is thrilled to be exceeding this key procurement target by 23% and we are excited to continue expanding our reach and investment into businesses owned by equity-deserving groups and those within the WLA.



**\$100.5 million invested in
local vendors and
\$1.8 million directed towards
diverse vendors**

INTERNATIONAL MARKETING PLAN



Great Canadian Toronto's International Marketing Plan outlines the strategic objectives for the promotion and growth of the new casino resort. This plan includes national and international marketing campaigns and partnerships aimed at expanding the brand's reach. Great Canadian Toronto will actively track the progress of these objectives, ensuring continuous alignment with its goals. The company will also pursue partnerships that strengthen and support the development of the Great Canadian Toronto brand at the local, national, and international levels.



COMMUNITY ACCESS TO SPACE

2024 marked a significant milestone for the Rexdale CBA as Great Canadian Toronto finalized the Community Access to Space Policy and Procedures ('CASPP'). After nearly two years of thoughtful consideration and collaboration, Great Canadian Toronto's CASPP was completed in November 2024. This milestone came just in time for us to host our first community event in December 2024 with Rexdale Youth Mentorship ('RXYM'), who welcomed 70 youth and their parents in our Executive Boardrooms for their 6th Annual

RXYM Holiday Event. The event sponsors and partners included the Youth Opportunity Fund, the Rexdale Women's Centre, DECIM-The Ordinary and Toronto Argonauts Football Club. RXYM's Executive Director, Kwaku Agyeman. Families and youth enjoyed a presentation on RXYM's community initiatives for 2024, dinner and a surprise visit from Toronto Argonauts football players and the teams Diversity, Equity and Inclusion Director who also brought along the Grey Cup.



Toronto Argonauts Football players attend RXYM's 6th Annual Holiday event hosted at Great Canadian Toronto.

RXYM 6TH ANNUAL HOLIDAY EVENT

Through the CASPP, Great Canadian Toronto is excited to offer local community partners access to five versatile event spaces, each designed to accommodate a variety of events with different capacities and features – all at little or no cost. In developing this program, Great Canadian Toronto held thoughtful consultations with local community groups and engaged with the Rexdale CBA oversight tables to ensure that the CASPP would truly support and benefit local organizations. The program was designed with key considerations in mind, including accessibility, an easy booking process, liability, promotion of the spaces, and clear guidelines for their use, all with the goal of fostering community connection and growth.



RXYM team present to youth and families at their 6th Annual Holiday hosted at Great Canadian Toronto.



Youth and their families enjoy dinner and socialize at RXYM 6th Annual Holiday hosted at Great Canadian Toronto.



Kwaku Agyeman, Executive Director of RXYM, speaks to youth and their families at their 6th Annual Holiday event hosted at Great Canadian Toronto.

"The event was absolutely amazing for our youth and their families! We truly appreciated the opportunity to host our Annual Holiday Event at the Great Canadian Casino Resort Toronto, a newly revitalized community asset. The proximity to the Queen's Plate Community, where RXYM is located, made it easy for us to hold a meaningful holiday event for the community in a bigger space."

Kwaku Agyeman
Executive Director of RXYM

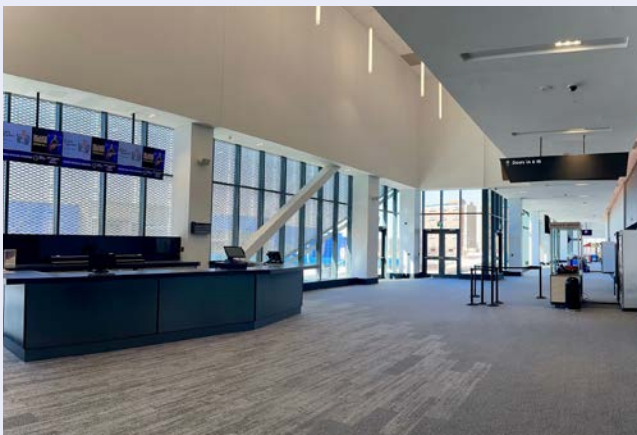
COMMUNITY VENUES AT GREAT CANADIAN TORONTO



Main Theatre



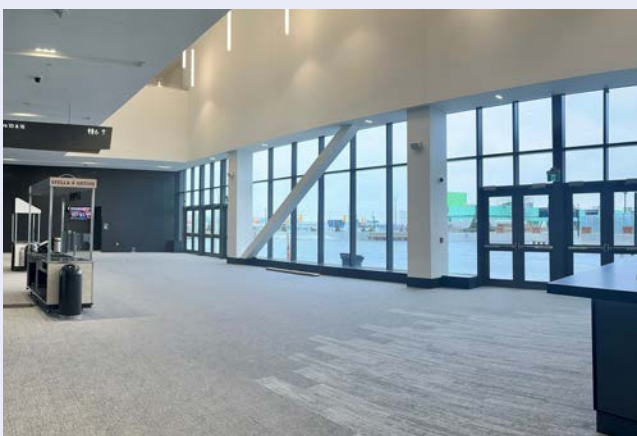
Executive Boardroom A



Theatre Exterior Northwest



Executive Boardroom B



Theatre Exterior North



Executive Boardroom A & B

Great Canadian Toronto understands the significance of community spaces and the positive and long lasting impact they have on local residents. Creating welcoming, safe spaces where people can come together to create, connect, learn, and enjoy themselves is essential to building a strong and healthy community. We are both honoured and excited to be part of this journey for the Rexdale community, and we are dedicated to supporting and accommodating the

organizations that will benefit from these spaces. We are so grateful to the community stakeholders who shared their thoughts and ideas during the consultation process, helping shape this initiative. We can't wait to host more meaningful events in these spaces (with events already in the calendar for 2025) and contribute to the vibrant, growing spirit of the Rexdale community.

UPCOMING COMMUNITY EVENTS AT GREAT CANADIAN TORONTO

2025	01 January North Etobicoke Residents Council, Community Meeting	
	03 March North Etobicoke Residents Council, International Women's Day Summit	
	05 May NetWorks Youth Mentorship event in collaboration with Great Canadian Toronto Toronto Community Benefits Network 2025 BDA Gala	

CHILDCARE CENTRE

In 2018, Great Canadian Casino Resort Toronto committed \$5 million for the development of a childcare centre to serve the residents and team members of the resort. The childcare centre will be located in a building connected to a Toronto Community Housing Corporation and cooperative housing unit, situated just across from the casino. While a non-profit operator has yet to be selected, the City of Toronto's Children Services division initiated an Expression of Interest process to determine the best operator for the facility.

In Q3 2024, Great Canadian Toronto was shown renderings of the childcare centre by the City's Children Services division, and we are very excited to see this important project come to life. This childcare centre will be a vital resource for families in the community, and we continue to advocate for updates and progress on this aspect of the Rexdale CBA, understanding its significance for our team members, especially those who live in the local area and have young children.

There have been ongoing discussions at the Rexdale CBA tables regarding a dedicated number of spaces for the children of Great Canadian Toronto team members, or other considerations that would prioritize access for our team members. We remain committed to ensure that our team members and their families have the supports they need, and we look forward to the positive impact this childcare facility will have on our community.



RESPONSIBLE GAMBLING

At Great Canadian Casino Resort Toronto, we recognize that Responsible Gaming ('RG') is essential to the sustainability of our business. We are fully committed to promoting player health and encouraging positive play through proactive harm prevention and mitigation strategies. Our RG program is continually evolving, and we remain dedicated to enhancing our responsible gaming initiatives and service delivery.

2024 ACHIEVEMENTS AND MILESTONES

In 2024, Great Canadian Toronto's Responsible Gaming ('RG') program achieved several key milestones, including:

Key Milestones	
PlaySmart Centre Engagement	The PlaySmart Centre saw 27,397 visits from both patrons and team members.
Boost Your Knowledge Training	OLG launched quarterly training with the theme "Your Language Matters," providing practical communication tips and creative educational materials like seed paper and scratch cards.
RG Integration into New Hire Orientation	RG education was incorporated into New Hire Orientation for 75 new team members across five sessions in 2024, which included a visit to the PlaySmart Centre.
Embedding RG into Corporate Events	RG discussions were included in corporate and site town halls, reinforcing leadership's commitment.
Pre-Shift Meetings with PlaySmart Centre	Facilitated pre-shift meetings to ensure Great Canadian Toronto team members built relationships with PlaySmart advisors and utilized their expertise.
2nd Annual October Interaction Rally	Encouraged team members to record more RG interactions, resulting in 1,368 recorded interactions, a 35% increase from 2023. Three team members were recognized for their contributions.
2nd Annual RG Survey	Conducted our second RG survey to gauge team member engagement, alongside OLG's annual survey.

Great Canadian Entertainment's corporate team further highlighted the importance of RG by participating in the PlaySmart Forum. Our Executive Vice President of Stakeholder Engagement, Community and Social Responsibility, Chuck Keeling took part in a panel discussion titled "Player Health as a Cornerstone of our Business," sharing insights on our player health journey and contributing to industry capacity-building efforts.

Great Canadian Entertainment also launched its external-facing statement of commitment on our corporate website, offering greater transparency about our RG program for guests and external stakeholders: [GCE RG Statement of](#)

[Commitment](#). In 2024, Great Canadian Toronto, OLG, and Toronto Public Health developed a work plan outlining various RG objectives and initiatives, which are community-informed, aimed at reducing the harm associated with problem gambling as outlined in the Rexdale CBA.

As we move into 2025, Great Canadian Toronto will continue to enhance our commitment to player health and well-being through the "Player Health, Players First" strategy which reinforces our dedication to prioritizing responsible gaming across all aspects of our operations, ensuring a safe and enjoyable environment for all guests.



Figure 7. Rexdale CBA Responsible Gaming Work Plan 2024 – 2029

CBA RG Work Plan September 2024–2029			
Work Stream	Objective	Key Actions	Current Status
1. Data Collection & Analysis	Build a comprehensive picture of neighbourhood health & gambling	- Gather available data; identify gaps and explore opportunities to add additional population health indicators. (Aligned with Section 11.3 of CBA) - Develop a neighbourhood population health profile (including gambling indicators).	
2. Partnership Development & Stakeholder Engagement	Establish positive relationships in community (e.g., with local community leaders, health care providers, local community hubs, TCHC hubs, school administrators, youth groups and non-governmental organizations).	- Identify key partners and facilitate introductions within community. - Identify opportunities for meaningful stakeholder engagement.	
3. Strategic Initiatives	Consider ongoing, and potential new actions to mitigate the negative impacts of problem gambling.	- Building on information gathered from data analysis and stakeholder engagement, identify potential additional actions and/or strategic initiatives to further mitigate the negative impacts of problem gambling. (Aligned with Section 11.2 of CBA) - Continue to review RG mitigation activities and impacts.	
4. Outcome Measurement	Determine if there has been an increase in vulnerability to Toronto residents due to expanded gambling.	Review neighbourhood population health profiles pre and post gaming expansion. (Aligned with Section 11.4 of CBA)	

Notes:

- Broad objectives:** Ensure RG initiatives are community-informed and reduce the harm associated with problem gambling
- TPH staff will work in partnership, primarily through the RG Oversight Committee to support the implementation of the work plan; a standing item will be added to the RG Oversight Committee agenda for updates and discussion.



Great Canadian Entertainment demonstrated industry leadership by participating in a panel called “Player Health as a Cornerstone of Business”, at OLG’s PlaySmart Forum in October, alongside leaders from Hard Rock, Gateway Casinos, Charitable Gaming and OLG.



YOUR LANGUAGE MATTERS

CREATE A JUDGEMENT-FREE ZONE

Use your PlaySmart knowledge to answer the questions on the back of this ticket. Play on your own, with a coworker, or make it a team event.

Bring your completed ticket to a PlaySmart Advisor for a fun prize.

THE YEAR AHEAD

Looking ahead to 2025, we're excited to build on the momentum and success of 2024, especially as we continue to achieve key milestones of the Rexdale CBA. We are incredibly proud of our progress and the role this file plays and how it continues to shape our commitment to the supporting the growth of the Rexdale area. We are deeply grateful for the strong partnerships with the City of Toronto, community organizations, and key stakeholders as their support has been fundamental in helping us create meaningful opportunities for the local Rexdale community. We're also excited to complete our retail spaces, develop new partnerships, and continue positioning Great Canadian Toronto as a world-class entertainment and hospitality destination, all while maintaining our focus on supporting diversity, inclusion, and community growth.

We look forward to deepening these connections as we work together to make an even bigger impact in 2025.

THANK YOU

CITY OF TORONTO

Community Benefits Unit, Social
Development, Finance &
Administration Division

Toronto Employment
and Social Services

Children's Services Division

City Planning Division

Economic Development
and Culture Division

COMMUNITY PARTNERS AND STAKEHOLDERS

Community Residents
Woodbine Entertainment Group

Hospitality Action &
Training Centre 75

Access Employment

Career Foundation

Centre for Education
and Training

CNE

Costi Immigrant Services

Humber College

JobStart

Skills for Change

Toronto Community
Benefits Network

YMCA

VPI Employment Services

United Way Greater Toronto

Ontario Lottery Gaming

North Etobicoke Residents Council

North Etobicoke Cluster





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MORE INFORMATION ON REXDALE CBA

Great Canadian Casino Resort Toronto

City of Toronto



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