

**MINUTES of the Open Session of the Meeting of the
Human Resources, Governance and Stakeholder Relations Committee
of the Toronto Waterfront Revitalization Corporation
Via Hybrid: In-Person and Microsoft Teams Teleconference
Monday, November 10th, 2025 at 8:30 a.m. local time**

PRESENT: Leslie Woo (Chair)
Paul Khawaja
Deputy Mayor Ausma Malik

REGRETS: None

ATTENDANCE: WATERFRONT TORONTO
George Zegarac - President and CEO
Ian Ness - General Counsel
Meg Davis - Chief Development Officer
Kevin Greene - Chief Operating Officer
Lisa Taylor - Chief Financial Officer
Joe Cressy - Chief Strategy & Public Affairs Officer
Julius Gombos - SVP, Project Delivery
Pina Mallozzi - SVP, Design
Renee Gomes - SVP, Development
Kristina Verner - SVP Strategic Policy & Innovation
Aaron Barter - VP Program Integration and Sustainability
Rose Desrochers - VP Human Resources and Administration
Carol Webb - Senior Manager, Communications & Public Engagement
Catherine Murray - Associate General Counsel
Charmaine Miller - Executive Assistant to the CEO & Board Admin
Kathleen Pollard - Administrative Coordinator

Also, in attendance for all or part of the meeting were:

- Kevin Sullivan - Board Chair, Waterfront Toronto
- Reena Gumaste, Miguel Iriondo, Anamika Srivastava - Housing, Infrastructure and Communities Canada
- Ashley Reynolds - Ontario Ministry of Infrastructure

Ian Ness acted as secretary of the meeting. The Chair welcomed everyone to the meeting of the Human Resources, Governance and Stakeholder Relations Committee (“HRGSR” or the “Committee”) of the Toronto Waterfront Revitalization Corporation (“Waterfront Toronto” or the “Corporation”).

With notice of the meeting having been sent to all members of the Committee in accordance with the Corporation’s By-laws and a quorum being present, the Chair called the meeting to order at 8:32 a.m. and declared that the meeting was duly constituted for the transaction of business.

1. Land Acknowledgement

Leslie Woo acknowledged Indigenous Peoples' presence and connections to lands under revitalization by Waterfront Toronto.

2. Motion to Approve Agenda

ON MOTION duly made by Paul Khawaja, and seconded by Leslie Woo and carried, it was **RESOLVED** that Agenda for the day's meeting be approved.

3. Declaration of Conflicts of Interest

Paul Khawaja and Leslie Woo declared previously disclosed conflicts of interest related to Quayside, but it was confirmed that there were no items on the agenda associated with this conflict.

4. Consent Agenda

Draft Minutes of the Open Session of the June 12, 2025 HRGSR Committee Meeting

ON MOTION duly made by Paul Khawaja, seconded by Leslie Woo and carried, it was **RESOLVED** that the Minutes of the Open Session of the HRGSR Committee meeting held on June 12, 2025, be approved, as tabled.

5. Information Items

a) Human Resources (HR) Report

The Committee received a report from Rose Desrochers, VP Human Resources & Administration, containing an overview of the Human Resources (HR) practices at Waterfront Toronto over the last two fiscal quarters that focused on the following HR areas: Recruitment, Talent and Succession Management, Organizational Effectiveness, Learning and Development, Performance Management, Rewards and Recognition and Diversity, Equity and Inclusion. The report was taken as read and Ms. Desrochers, dealt with questions that were raised.

b) Human Resources Policy Update

The Committee also received a report from Ms. Desrochers providing an update on the HR Practices and Policies (Guidelines) of the Corporation that outline boundaries, accountabilities and practices within the workplace of Waterfront Toronto.

6. Consideration of Governance Documents

The Committee was asked to consider changes to the mandate of the Committee to align the mandate with the current practices of the Committee. The proposed

changes to the committee mandate will be considered by the Board at the December 4th Board meeting.

ON MOTION duly made by Paul Khawaja, seconded by Ausma Malik and carried, it was **RESOLVED** that the proposed changes to the Mandate of the HRGSR Committee be recommended to the Board of Directors for approval on December 4, 2025.

7. Board Workplan Next Steps

The committee received a draft Board of Directors work plan for the 2026 calendar year. The work plan will be finalized in the Spring and presented to directors for consideration at the meeting of the Board scheduled for March 2026.

8. Motion to go into Closed Session

In accordance with By-Law No. 2 of the Corporation and **ON MOTION** made by Paul Khawaja, and seconded by Ausma Malik, and carried, the Committee **RESOLVED** to go into Closed Session to continue discussions on items 9, 10, 11, 12 and 16. The exception relied for the discussion for item 9 is provided in the Minutes of the Open Session of the June 12, 2025 HRGSR Committee meeting contained in item 4 of this agenda, for item 10 is Section 6.1.1(k), for items 11 and 12 is Section 6.1.1(k) and for item 16 is Section 6.1.1(l) of By-Law No. 2. The Committee continued in Closed Session.

9. Consent Agenda

Draft Minutes of the Closed Session of the June 12, 2025 HRGSR Committee meeting

10. Government Engagement Update and Dashboard

11. Strategic Communications & Public Engagement Update

12. Long Term Strategic Planning Update

13. Motion to go into Open Session

ON MOTION duly made by Ausma Malik, seconded by Paul Khawaja, and carried, the Committee **RESOLVED** to go into Open Session.

14. Resolution(s) Arising from the Closed Session

Item 9 Draft Minutes of the Closed Session June 12, 2025 Meeting

ON MOTION duly made by Ausma Malik and seconded by Paul Khawaja, and carried, it was **RESOLVED** that the Minutes of the Closed Session of the HRGSR Committee meeting held on June 12, 2025 be approved as tabled.

15. Termination of the Meeting

There being no further business, **ON MOTION** duly made by Paul Khawaja, seconded by Ausma Malik, and carried, it was **RESOLVED** that the meeting be terminated at 9:25 a.m. local time.

16. Directors Only Session

Committee Chair

Secretary of the Meeting