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 Thursday, March 5, 2026 at 9:00 a.m. local time

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

REGRETS: None

ATTENDANCE: **WATERFRONT TORONTO**
George Zegarac - President and CEO
Ian Ness - General Counsel
Kevin Greene - Chief Operating Officer
Lisa Taylor - Chief Financial Officer
Joe Cressy - Chief Strategy & Public Affairs Officer
Emily Campbell - SVP, Strategic Communications
Pina Mallozzi - SVP, Design
Kristina Verner - SVP Strategic Policy & Innovation
Rose Desrochers - VP Human Resources and Administration
Ed Chalupka - Director, Government Relations
Mira Shenker - Director, Communications and Public Engagement
Carol Webb – Sr. Manager, Communications & Public Engagement
Kayly Richardson - Human Resources Manager
Hazel Bautista-Pascua - Human Resources Manager
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
- Stephanie Alessi, Reena Gumaste, Miguel Iriondo, Aiden Shehata - Housing, Infrastructure and Communities Canada
- Jay Paleja - Waterfront Secretariat, City of Toronto

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 9:02 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

a) Draft Minutes of the Open Session of the November 10, 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 November 10, 2025, be approved, as tabled.

b) 2026 HRGSR Committee Workplan

The Committee received, and approved, a work plan for the committee for 2026. The work plan addresses the matters required to be considered by the Committee under its board approved mandate and is now in a format consistent with the other committees and the proposed board work plan (noted below).

> **ON MOTION** duly made by Paul Khawaja, seconded by Leslie Woo and carried, it was **RESOLVED** that the Human Resources, Governance and Stakeholder Relations Committee approve the 2026 HRGSR work plan, as presented at the meeting.

c) 2026 Board of Directors Workplan

The Committee received for information a draft work plan for the board. This work plan will be considered by the board for approval on March 26, 2026, is in a format consistent with the Committee work plans and addresses the items to be considered by the board on an annual basis.

5. Information Items

a) Human Resources (HR) Report

The Committee received a report containing an overview of the Human Resources (HR) practices at Waterfront Toronto over the last fiscal quarter 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 Rose Desrochers, VP Human Resources & Administration, dealt with questions that were raised.

b) HRGSR Committee Related Enterprise Risks Report

The Committee received a report from Lisa Taylor, Chief Financial Officer, on enterprise risks related to the activities of the HRGSR Committee. This is a new report that will be presented annually, and more frequently should the need to do so arise. While the entire universe of enterprise risks is presented to the FARM Committee quarterly, going forward and starting with this report management will be more explicit in reporting on relevant risks to the HRGSR and IREC Committees as well. Feedback was received from the Committee which management will consider for future reports.

6. Strategic Communications & Public Engagement Update

The Committee received a report from Joe Cressy, Chief Strategy and Public Affairs Officer, and was introduced to our new Senior Vice President of Strategic Communications and Public Engagement, Emily Campbell. The report, and the discussion, focused on matters related to strategic communications and public engagement. The committee also discussed appropriate methods for measuring and reporting key metrics to be incorporated into a forthcoming new Strategic Communications and Public Engagement HRGSR dashboard.

7. 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 Leslie Woo, and carried, the Committee **RESOLVED** to go into Closed Session to discuss items 8, 9, and 10 of the agenda. The exception relied for the discussion for item 8 is provided in the Minutes of the Open Session of the November 10, 2025 HRGSR Committee meeting contained in item 4 (a) of this agenda, for item 9 is Section 6.1.1(k) and for item 10 is Section 6.1.1 (l) of By-Law No. 2. The Committee continued in Closed Session.

8. Consent Agenda

Draft Minutes of the Closed Session of the November 10, 2025 HRGSR Committee meeting

9. Long Term Strategic Planning Update

10. Government Relations Dashboard and Update

11. Motion to go into Open Session

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

12. Resolution(s) Arising from the Closed Session

Item 8 Draft Minutes of the Closed Session November 10, 2025 Meeting

ON MOTION duly made by Paul Khawaja, seconded by Deputy Mayor Ausma Malik, and carried, it was **RESOLVED** that the Minutes of the Closed Session of the HRGSR Committee meeting held on November 10, 2025 be approved as tabled.

13. Termination of the Meeting

There being no further business, **ON MOTION** duly made by Deputy Mayor Ausma Malik, seconded by Paul Khawaja, and carried, it was **RESOLVED** that the meeting be terminated at 9:46 a.m. local time.

14. Directors Only Session

____________________________ ____________________________

Committee Chair Secretary of the Meeting