

**MINUTES of the Open Session of the Meeting of the
Human Resources, Governance and Stakeholder Relations Committee of
Toronto Waterfront Revitalization Corporation
Via Microsoft Teams Teleconference
Thursday, March 7, 2024 at 9:00 a.m. local time**

PRESENT: Wende Cartwright (Chair)
Rahul Bhardwaj
Paul Khawaja
Deputy Mayor Ausma Malik

REGRETS: None

ATTENDANCE: WATERFRONT TORONTO
George Zegarac - President and CEO
Ian Ness - General Counsel
Lisa Taylor - Chief Financial Officer
Chris Glaisek – Chief Planning and Design Officer
Kevin Greene - Chief Operating Officer
David Kusturin – Chief Project Officer
Julius Gombos – SVP, Project Delivery
Pina Mallozzi – SVP, Design
Kristina Verner - SVP Strategic Policy & Innovation
Cameron MacKay - VP, Strategic Communications and Engagement
Rose Desrochers - VP Human Resources and Administration
Kayly Richardson - Human Resources Manager
Charmaine Miller - Executive Assistant to the CEO & Board Admin

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

- Jack Winberg, Drew Fagan, Directors, Waterfront Toronto
- Vania Emerson, Anamika Srivastava, Stephanie Alessi, Infrastructure Canada
- Bill Raymond, 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 9:01 a.m. and declared that the meeting was duly constituted for the transaction of business.

1. Land Acknowledgement

Wende Cartwright 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 Rahul Bhardwaj and carried, it was **RESOLVED** that the Agenda, as revised, for the day's meeting be approved.

3. Declaration of Conflicts of Interest

There were no conflicts of interest declared.

4. Consent Agenda

a) Draft Minutes of the Open Session of the Committee meeting held on November 9, 2023

ON MOTION duly made by Rahul Bhardwaj, seconded by Paul Khawaja and carried, it was **RESOLVED** that the Minutes of the Open Session of the HRGSR Committee meeting held on November 9, 2023 be approved, as tabled.

b) Environmental, Social and Governance (ESG) update

Lisa Taylor, Chief Financial Officer provided a report on ESG which was taken as read. Ms. Taylor highlighted the accessibility internal audit, as well as the activities of the Accessibility Advisory Committee and agreed to distribute related information to directors for their information.

c) Human Resources (HR) Update

Rose Desrochers, VP Human Resources & Administration provided 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, Organizational Effectiveness, Learning and Development, Performance Evaluation, Rewards and Recognition and Diversity, Equity and Inclusion. The report was taken as read.

5. T3 Office Move Update

Rose Desrochers, VP Human Resources & Administration provided an update on the recent Waterfront Toronto corporate office move to T3 Bayside, located at 251 Queens Quay East. The report highlighted that the move to T3 Bayside was due to the favourable economic scenarios combined with a desire to lead the way for others to locate on the waterfront. The physical move happened in December 2023 and January 2024, and the occupancy space was reduced from 19,000 square feet to approximately 14,000 square feet. Staff are settling in during the 90-day adjustment

period and notwithstanding the longer commute for most, staff have been excited about coming to the office and are enjoying the functionality of the collaboration spaces.

6. Consideration of HRGSR Committee Effectiveness

The Committee chair advised members that if they had any comments on either the mandate of the committee or ideas to optimize committee effectiveness, they should reach out to the chair.

7. Motion to go into Closed Session

In accordance with By-Law No. 2 of the Corporation and **ON MOTION** made by Rahul Bhardwaj, and seconded by Paul Khawaja, and carried, the Committee **RESOLVED** to go into Closed Session to continue discussions on item 8. The exception relied on for the discussion for item 8 in the closed session is provided in the Minutes of the Open Session of the November 9, 2023 HRGSR Committee meeting contained in item 4(a) of this agenda. The Committee will reconvene in public session at the conclusion of the closed session discussions in order to vote on any matters requiring decisions that were considered in the closed session.

8. Consent Agenda

Draft Minutes of the Closed Session of November 9, 2023 HRGSR Committee meeting

9. Motion to go into Open Session

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

10. Resolution Arising from the Closed Session

Item 8 Draft Minutes of the Closed Session November 9, 2023 Meeting

ON MOTION duly made by Rahul Bhardwaj and seconded by Paul Khawaja and carried, it was **RESOLVED** that the Minutes of the Closed Session of the HRGSR Committee meeting held on November 9, 2023 be approved as tabled.

11. Termination of the Meeting

There being no further business, **ON MOTION** duly made by Paul Khawaja, seconded by Rahul Bhardwaj, and carried, it was **RESOLVED** that the meeting be terminated at 9:23 a.m. local time.

12. Directors Only Session

Committee Chair

Secretary of the Meeting