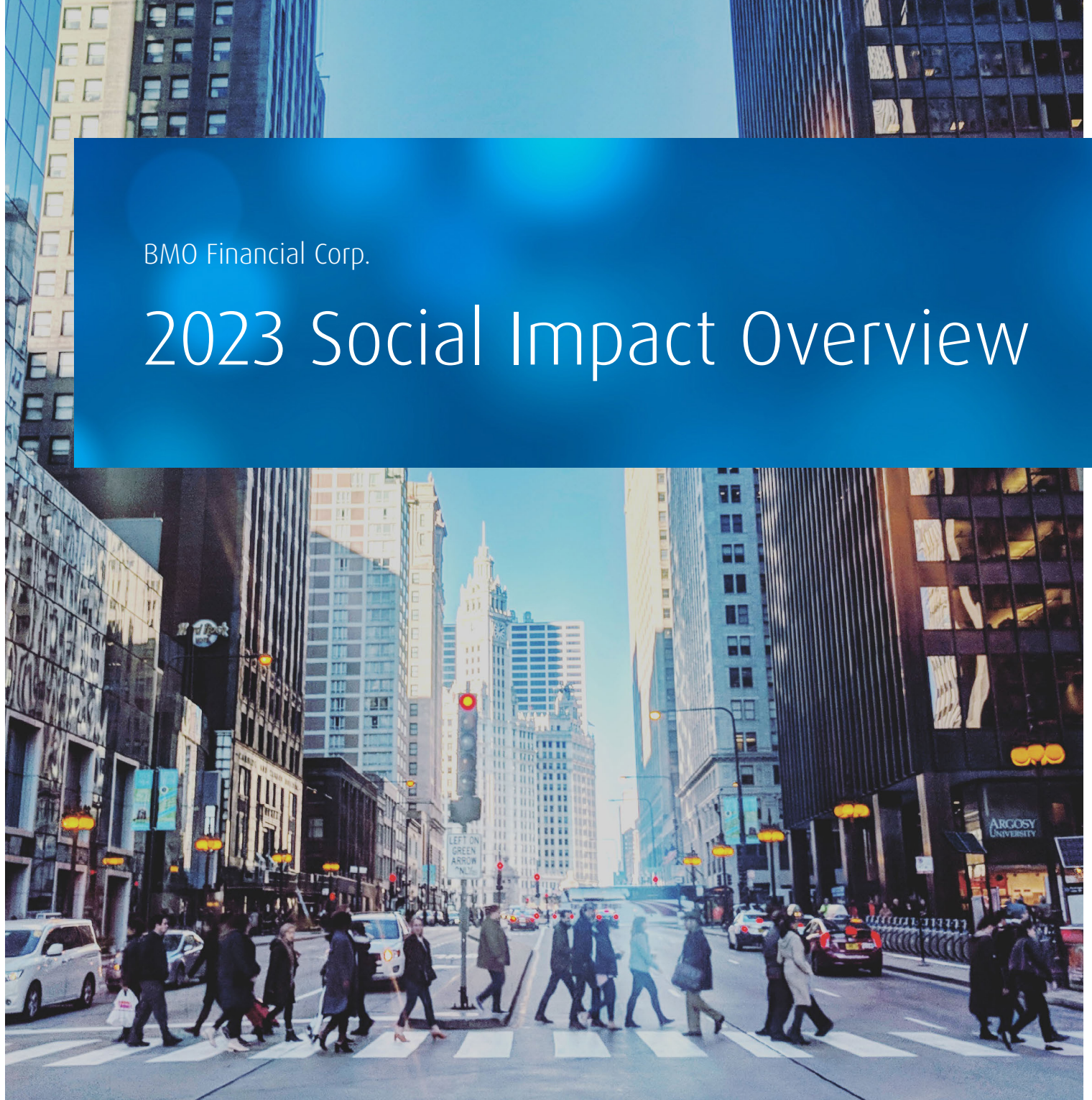


BMO Financial Corp.

# 2023 Social Impact Overview

BMO



# Who we are

BMO Financial Corp. is a diversified financial services provider with over 4 million customers in the United States. Serving customers through three operating group – Personal and Commercial Banking, Wealth Management and Capital Markets – BMO is a leader across key sectors of the financial services industry.

Driven by a single purpose to Boldly Grow the Good in business and life, we're delivering value far beyond the bottom line. Working together with our customers, employees and the communities we serve, we look for opportunities to accelerate positive change and fuel growth for individuals, families and businesses.

## At a glance

\$212<sub>B</sub>

total deposits<sup>1</sup>

1,005

branches in 32 states<sup>1</sup>

21,975

employees<sup>1</sup>

<sup>1</sup> Data in this document reflects dollar amounts as of August 2023



# BMO EMpower 2.0

BMO EMpower 2.0 is our more than \$40 billion community benefits plan to address key barriers faced by minority businesses, communities and families in the United States. Through lending, investing, giving and engagement in our local communities, we are tackling barriers to inclusion in the financial services industry to create more opportunity for recovery and success.

\$7.5<sub>B</sub>

for residential mortgage lending to LMI homebuyers and communities of color

\$15.5<sub>B</sub>

for community development loans and investments

\$2<sub>B</sub>

for vital community assets and resources for women and minority-owned businesses

\$16.5<sub>B</sub>

for small business lending

\$135<sub>M</sub>

for philanthropy



# A culture of giving

BMO's highly engaged culture does not stop at our doors. Our purpose powers us to do more to make a difference. Through our annual Employee Giving Campaign, employee volunteerism and our commitment to community giving, we are working with our community partners to achieve meaningful solutions and shape the future together.

In 2022, we supported the communities we serve through:

## Employee Giving

\$12.4M

total employee giving

92%

employee participation

27,262

employee volunteer hours

## Community Giving

\$19.1M

total community giving

74%

of contributions are CRA-qualified

As part of BMO EMpower 2.0, BMO announced three grants totaling \$1.5 million to support organizations in the bank's new California markets. BMO's grant to Enterprise Community Partners supports the organization's efforts to promote affordable housing preservation in Northern and Southern California, while a \$500k donation to Direct Relief is funding work to make health centers and free clinic more resilient to climate change. A donation to the San Francisco LGBT Center is helping the organization expand its youth and financial services programs.



# Zero Barriers to Inclusion

Zero Barriers to Inclusion 2025 is BMO's multi-year strategy that supports equity, equality, and inclusion. We're focused on providing access to opportunities and enabling growth for our colleagues, customers and the communities we serve.

< In 2020, BMO partnered with local students and not-for-profits to transform the plywood temporarily covering our main Chicago branch into murals expressing hope, unity and the desire for a more inclusive community.

## Supplier diversity

BMO has a longstanding commitment to supporting economic inclusivity through supplier diversity. Supplier diversity is embedded in our culture through goals to ensure accountability and mentoring, education and support for diverse suppliers. In 2021, we launched our first ever diverse business development program and significantly increased our spend with diverse suppliers.

## Developing diverse talent

We have introduced measures to recruit and develop diverse talent with our 2025 workforce goals being just one of the ways we are taking concrete steps to address racial inequality.

- People of Color in senior leadership roles by 2025: 30%
- Focused on developing future talent at BMO through our Black & Latino Career Advancement Programs, mentorship programs and Employee Resource Groups.

## Partnering with HCBUs

In 2023, BMO announced the launch of a new Homebuyer Assistance Program for graduates of Historically Black Colleges and Universities and Predominantly Black Institutions, in partnership with the National Association for Real Estate Brokers (NAREB).

## Financial Services Pipeline

BMO was a founding member of the Financial Services Pipeline initiative created in 2014 to increase the representation of Black and Latinx employees in the financial services industry in Chicago.

## Workforce development

BMORE is a workforce development program that seeks to remove barriers to employment and create talent strategies in targeted Black and Latino communities as a means to hire more diverse and local talent. After successful launches in Chicago, Milwaukee and Arizona, the program will continue to expand to our new markets.

## LGBTQIA+ community

BMO is the first bank globally to implement True Name™ on BMO Harris Mastercard Debit cards in the U.S., which allows customers to use their chosen name on the front of their cards, without the requirement of a legal name change.



# Zero Barriers to Business

Zero Barriers to Business is part of BMO's multi-year, \$40 billion EMpower commitment aimed at closing the racial wealth gap for Women, Black, Latinx and Native-American communities and fostering an inclusive society. In fact, we've committed \$16.5B in lending for Black, Latinx, Native-American and women-owned businesses.

800+

hours of educational webinars and workshops supporting 5,000+ business owners

11,400

applications received from Black Latinx, Women and Native-owned businesses

\$85<sub>M</sub>

in loan authorizations

3,400

applicant received approval and funding

40+

non-profit and CDFI partnerships established to support access to capital, education, and networking opportunities for diverse small business owners

## EMpower Fund

Founded in March 2021, the EMpower Fund makes indirect (fund to fund) investments with sponsors that have a focus on Black, Latinx and Women-Owned businesses. The fund has closed \$11M in invested capital since its inception.



# Access to credit for the underserved

BMO is committed to removing barriers to inclusion in the financial services industry. Affordable and convenient access to banking products and financial guidance is critical to the real financial progress of those historically underserved by financial institutions.

## Smart Money Account

Our Bank On certified Smart Money Account is a path to traditional banking services for the under- and unbanked in the communities we serve. This low-fee checking account has no overdraft or NSF fees, and requires no minimum balance. Additionally, all fees are waived for customers under the age of 25, giving those just starting out a leg up.

21,600

total accounts in 2022

## Credit Builder

Our Credit Builder helps customers build credit history with low cost and little risk through a small dollar loan secured by a CD where the loan proceeds are deposited. Customers make payments over time and at the end of the loan term, the CD proceeds (with interest) are provided to the customer.

1,300

total accounts in 2022

93%

of accounts opened by low and moderate income individuals

## Homebuying assistance

Announced in 2023, BMO's \$3 million commitment over two years is helping address the racial wealth gap and advance homeownership for low-income and minority communities.

- Partnered with housing advocates, non profit partners, local officials and community leaders to host a series of roundtables targeted at increasing minority homeownership
- Our Welcome Home Grant provides up to \$25,000 in down payment assistance to low and moderate income homebuyers in certain communities
- The Community Home Improvement Loan offers up to \$10,000 to complete home repairs even with limited equity on a customers home



A background image showing two women, one Black and one Asian, smiling and looking at a laptop screen. The Black woman is in the foreground, leaning over the laptop, while the Asian woman is slightly behind her, also smiling. They appear to be in a collaborative work or learning environment.

# Helping our customers make real financial progress

We're powering economic progress by helping our customers make real financial progress at every stage of life – from owning a home, to starting new businesses and pursuing education. Access to valuable advice and financial literacy tools are key to making banking easier, inclusive and equitable.

Real financial progress by the numbers<sup>\*</sup>:

8,200

financial literacy modules accessed through Smart Progress

81k

customers have added budget goals in Total Look to better manage their spending

226k

Progress Checks completed supporting customers in achieving their financial goals

## Financial Literacy

BMO provides financial literacy programming in the communities we serve on a variety of topics, including homebuying, small business management, access to capital, financial planning as well as specialized programming for school-aged children. By partnering with local non-profits and community organizations, we reach individuals where they live and on the issues that matter most.

**Our 2022 financial literacy accomplishments include:**

6,200

people benefitted from BMO's financial literacy programs

226

financial literacy events

70+

community partners



# Community investments

Through BMO's seasoned CD lending and investing teams, we are working with non-profit and government entities to help meet the needs of low, moderate income and underserved communities.

## Community Development (CD) Lending (Since 2020)

1,100

community development loans totaling over \$5.4B

\$2.4<sub>B</sub>

for affordable housing

18,800

affordable housing units

1,100

jobs created

## Community Development (CD) Investments

\$301.7<sub>M</sub>

in CD investments in 2021

\$117<sub>M</sub>

in commitments to CDFIs since 2011

< BMO's Loretta Minor has been teaching financial workshops at Chicago Urban League's Housing and Financial Empowerment Center since 2007.



# Recognition means we're on the right path

## Forbes Magazine: The World's Best Banks

2022 | 2021 | 2020

Recognized by customers as one of the best banks in North America.

## Dow Jones Sustainability Index

2006 to 2022

Included for 17 years, in 2022 BMO ranked in the 95th percentile among banks globally.

## Ethisphere®: World's Most Ethical Companies®

2018 to 2023

Included for six years in a row, and one of just four banks worldwide on the 2023 list.

## Bloomberg Gender-Equality Index

2016 to 2023

Eight consecutive years on this prestigious list in recognition of our commitment to gender equality.

## Corporate Knights: Global 100 Most Sustainable Corporations in the World

2023 | 2022 | 2021 | 2020

Recognized as the most sustainable bank in North America four years in a row.

## Forbes Magazine: Best Employers for Women in America

2022 | 2021 | 2020 | 2019

Recognized for the fourth consecutive year.

## Disability Equality Index (DEI)

2016 to 2022

For the seventh consecutive year, BMO has received a score of 100 and was named among the Best Places to Work for Disability Inclusion.

## American Banker's Most Powerful Women in Banking

2022 | 2021 | 2020 | 2019

BMO's Ernie Johansson and team of women leaders recognized.





◀ BMO Tower  
Chicago, Illinois



To find out more about who we are, what we do, and what matters to us, visit us at:

[bmo.com/en-us/main/about-us](https://bmo.com/en-us/main/about-us)

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