

Zero Barriers to Inclusion

To **Boldly Grow the Good** in business and life, BMO continues to drive a strategy to be a force for positive change by:

- Creating real financial progress for equity-deserving communities
- Hiring and developing diverse talent, designing differentiated customer programs, and funding community partnerships
- Dismantling systemic barriers to equity

Colleagues

Workforce of the future

\$67M learning investment
1.8M hours of learning
19,400 participants in hot skills training

85% Leading Employee Engagement Index

Corporate board members

50% are Women

Senior leader roles

42% are Women

25% are People of Color

Career advancement programs

support Women, Indigenous, Black and Latino talent

2,600+

Immigrants and refugees introduced to **BMO Newcomer Talent Program**

Extensive **Total Rewards** wellness offerings

First bank to develop Indigenous and Black experience **eLearning**

Best-in-class

employee resource program

20,000+ members

80,000+ hours of engagement

Customers



\$5B

in capital for Canadian **women-owned businesses**

\$100M

in capital to support **Black entrepreneurs** in Canada

\$75M

in U.S. lending to **3,500+ Black, Latino, Native and Women** business owners

First to market with chosen-name banking cards for trans and nonbinary customers



True Name™

First bank to create **On-Reserve Home Loans** for Indigenous customers in Canada



BMO NewStart®

No-fee banking for immigrant and refugee newcomers to Canada

Progressive Aboriginal RELATIONS

GOLD LEVEL

Financial relationships with 268 Indigenous communities across Canada

Communities

Record-breaking employee giving:

\$31M to charitable partners

47,000 volunteer hours



\$40B

to advance economic recovery in the U.S. through **BMO EMpower 2.0**

\$30M

BMO EMpower Fund invests in venture capital funds for **Women, Black and Latino** businesses

Award-winning **Supplier Diversity Program**



\$3.1B in **U.S. community development** lending and investing

Partnership funds innovative recovery at neighbourhood level

UNITED WAY **ILEO**
Inclusive Local Economic Opportunity

\$69M in **community giving**

AWARDS

Ethisphere® World's Most Ethical Companies® ★ Dow Jones Sustainability Index ★ Corporate Knights' Global 100 Most Sustainable Corporations in the World ★ Forbes' America's Best Employer for Diversity ★ Bloomberg Gender-Equality Index ★ American Banker's Most Powerful Women in Banking ★ The Globe and Mail Report on Business' Women Lead Here list ★ Human Rights Campaign Foundation's 2022 Corporate Equality Index ★ Disability Equality Index's Best Places to Work for Disability Inclusion ★ Hispanic Association on Corporate Responsibility 2022 Corporate Inclusion Index™ ★ Cara Collective 2022 Good Neighbor Award