

BMO's Bold Commitments

Our commitments for a thriving economy, a sustainable future and an inclusive society are measurable business-led goals to grow the good and support BMO's long-term success. They evolve as community needs, BMO priorities and market realities change.

This dashboard shows our commitments and our progress to date. Our targets continue to evolve to meet the needs of our clients, communities and interested parties, ensuring we are continuously evaluating key drivers of our Purpose to **Boldly Grow the Good in business and life.**

For a Thriving Economy

Providing access to capital and valuable financial advice – investing in businesses, supporting home ownership and strengthening the communities we serve, while driving innovation that makes banking easier



Target: \$7 billion¹ by 2025
Support small businesses in Canada through lending



Target: 40 thousand by 2025
Increase the number of U.S. small business cards & lending customers



Target: 179 thousand by 2025
Increase the number of women-owned businesses that we support across our Canadian footprint



Target: 100 thousand by 2025
Increase the number of Canadian defence community customers



Target: \$9.5 billion by 2025³
Increased by \$1.5 billion in 2023
Increase the size of BMO's Indigenous Banking business

BMO EMpower 2.0
US\$40 billion+
by 2028

Community Benefits Plan⁴

For a Sustainable Future

Being our clients' lead partner in the transition to a net-zero world, delivering on our commitments to sustainable financing and responsible investing



Target: \$300 billion by 2025
Mobilize \$300 billion in capital to clients pursuing sustainable outcomes (through green, social and sustainable lending, underwriting, advisory services, and investment)⁵



Target: \$350 million by 2025
Increased by \$100 million in 2022
Deploy our Impact Investment Fund, seeded with \$350 million in capital

Target
Net zero
by 2050

Be our clients' lead partner in the transition to net-zero financed emissions by 2050

For an Inclusive Society

Committing to zero barriers to inclusion through investments, financial products and services, and partnerships that remove systemic barriers for underrepresented customers, employees and communities – and drive inclusion and equitable growth for everyone



Target: 100% by 2025
Educate all employees to learn from difference



Target: 20 thousand employees by 2025
Equip employees with future-focused skills

Target
Zero barriers
by 2025

Zero barriers to inclusion for our colleagues, customers and communities, for a more equitable future for all

¹ The target has been revised to align with the way we now report on small business lending within our new Canadian Business Banking line of business.

² There was a significant increase in 2023 due to the Bank of the West acquisition.

³ The total outstanding amount of all loans, deposits and term investments originated or administered by BMO for Canadian Indigenous communities and businesses through Canadian Commercial Banking, Canadian Business Banking and the On-Reserve Housing Loan Program.

⁴ In November 2022, BMO exceeded our five-year, US\$5 billion BMO EMpower commitment to tackle disparities that minorities face including educational resources, gaining access to capital, and wealth building opportunities.

⁵ Includes sustainable bond underwriting, sustainable equity and debt financing, sustainable finance advisory services, loans for clients and projects pursuing sustainable outcomes, and sustainable investments.

⁶ This amount excludes Bank of the West. The metric was broadened in 2022 to include the development of diversity and inclusion-focused learning.

⁷ The metric was broadened in 2022 to include engagement in "BMO Forward" plus a range of new learning programs that were launched to target future-focused skills.