

Statement on Health and Wellbeing

At BMO, we have clearly articulated our Purpose: **Boldly Grow the Good in business and life**. Industry-leading performance enables us to put our Purpose into action, fuelling our progress in our commitments to a thriving economy, a sustainable future, and an inclusive society.

Purpose also represents our commitment to our employees across the globe. Employee health and well-being is a strategic focus at BMO that informs both our medical Benefits programming and our enterprise Wellness strategy. At BMO we recognize our employees' diverse needs in supporting their mental, physical, social and financial well-being.

Workplace Health & Safety

BMO is committed to providing a safe, healthy and respectful workplace for employees and contractors and we have zero tolerance for discrimination or harassment, including sexual and psychological harassment, in our workplaces. BMO's workplace health and safety policies are designed to comply with the occupational health and safety (OHS) requirements of the various jurisdictions in which we operate and are endorsed by executive management. Beyond this, the Human Resources Committee of the Board has oversight of human resources strategies relating to employee health and well-being. The policies outline BMO's commitment to the health, safety and well-being of our employees, our zero tolerance for harassment, discrimination, and violence, and include information on BMO's Health and Safety Program, such as information on BMO's National Policy Committee, BMO's Hazard prevention program, Health and Safety Representatives, workplace safety inspections, First Aid emergency procedures, and how to report accidents/injuries or incidents of harassment/discrimination, etc.

Our workplace health & safety policies and programs prioritize prevention and training. All employees receive training on health and safety, which includes training on harassment (including sexual harassment), discrimination and violence. BMO has created online Health and Safety training that is available to all employees to assist them in understanding BMO's hazard prevention program, the Health and Safety legislation that applies to them, and the escalation process for reporting and investigating accidents/injuries/ill-health/diseases or incidents of harassment/discrimination.

Our business is primarily conducted in an office and bank branch environment, and consequently presents very few traditional occupational health and safety risks. However, we take all reasonable and necessary precautions to ensure our offices, branches and contact centres remain safe places for employees, contractors, and customers alike. All our workplaces have employee Health and Safety Representatives who contribute to the design of BMO's OHS program and support the implementation and monitoring of our health and safety procedures. BMO is committed to continually improving our Health and Safety Program. Workplace inspections are an important and necessary part of our Health and Safety Program. Regular inspections of each of BMO's workplaces provide management and the Health and Safety Representatives with an opportunity to identify, prioritize, eliminate, control, and take action on actual and potential occupational risks and hazards. Regular workplace inspections also provide an opportunity to ensure existing risk and hazard controls are effectively implemented and to create action plans for additional improvements.

BMO creates a safe, healthy and respectful workplace environment that meets our ethical standards and is free from discrimination and harassment for our employees, contractors, and our customers. A key principle of BMO's Code of Conduct is that we uphold high standards for how we operate. As a company, we consider the environmental and social impacts of our decisions which is an essential part of upholding our commitment to grow the good through ethical and sustainable business practices. We welcome and support individuals from diverse backgrounds, perspectives and communities. Our behaviour, communications and interactions with our colleagues in the workplace must be

respectful, professional and align with the Code of Conduct and ensure that all employees are valued, respected and heard. BMO's workplace harassment, discrimination and violence policies support our belief that every employee has the right to work in a safe and secure environment and we view any actions of harassment, discrimination and workplace violence, including verbal abuse and physical threats, as serious misconduct and a violation of our Code of Conduct that results in corrective or disciplinary action, up to and including termination of employment.

Wellness

We deliver wellness through our supportive culture; our plans, policies and programs; and focused initiatives. We utilize employee listening from our grassroots champion network, and feedback forms to understand our employees and address their needs. We partner with our Diversity, Equity and Inclusion Centre of Excellence to promote inclusive wellness offerings and events by partnering with the Employee Resource Groups (ERGs) on inclusive health and wellness topics. Notably, the Benefits and Wellness team has partnered with our ERGs to develop the foundation of a Women's health focused programming. At the beginning of each year, we develop a calendar of themes/events for each month, offering health and wellness sessions with expert speakers on topics that are relevant to our employee needs. The **Wellness at BMO** hub is a tool we use to promote resources, articles, videos, events, new offerings and surveys related to all pillars of wellness – mental, physical, social and financial.

TELUS Health is BMO's main wellness delivery provider through which employees can access Employee Assistance Program (EAP) services, such as confidential short-term counselling, and additional programming designed to support their wellness. Within the TELUS Health platform, employees, retirees and their dependant family members have access to:

- **TELUS Health CBT** – a therapist-guided internet-based cognitive behavioral therapy (CBT) program, which combines the convenience of virtual access with the same benefits of in-person therapy to provide meaningful mental health support that can help change negative thought patterns, emotional responses, and behaviours.
- **LIFT virtual fitness app** – offering employees access to unlimited fitness journeys customized to their goals and current fitness level
- **Back-up Child and Adult/Elder Care** – offers short-term care services to help employees when they need back-up support.
- **Total Wellbeing Indexing** – assessments designed to help employees understand their strengths and opportunities within the four pillars of wellness.

- **CareNow** – an interactive, modular-based digital content program focused on helping individuals make positive behaviour changes related to their specific needs (e.g., anxiety, stress, depression, grief, coping, communication, and separation/divorce).
- **Employee Exclusive Deals** – Provides access to hundreds of deals in a variety of different categories – health and wellness, fashion, travel, entertainment, mobile, home, electronics, beauty, insurance, and finance.

In addition to services provided by TELUS Health, BMO has partnered with Headspace, a science-backed mindfulness and meditation app that has been highlighted in peer-reviewed journals to support favorable outcomes in interventions reducing stress, improving focus and reducing burnout. In conjunction with partnerships with Headspace and TELUS Health, employee health and wellness is further supported by our benefit plan offerings and time away from work policies.

Mental Wellness

BMO recognizes mental health as a strategic priority, which is demonstrated by our key partnerships with the Centre for Addiction and Mental Health (CAMH), Jack.org and Kids Help Phone and the National Alliance on Mental Health (NAMI). BMO has been bold in tackling the barriers surrounding mental health, including developing resources such as a Mental Health Navigation Guide for employees who are seeking preventative options, or appropriate interventions.

We continue to do our part to reduce stigma related to Mental Health and Wellness: Specifically, we have three campaigns throughout the year which focus on mental health. In January, we have Wellness Week programming to start the calendar year. Across the enterprise, the month of May is dedicated to Mental Health Awareness and each year there is a themed campaign to raise awareness and acceptance for mental health. In addition, BMO also runs an annual campaign in October – BMO's Workplace Wellness Month, highlighting Mental Health Awareness Day on October 10 and the various regional observances for healthy workplaces.

To further foster a supportive work culture, BMO has mental health e-Training for both employee and managers. Given the role of a manager in supporting employee wellness, we have further developed a Manager Wellbeing Navigation Guide for people leaders. The leadership guide is focused on teaching leaders the importance of shifting their leadership style to be more empathetic, modelling self-care and tactical tips to building psychologically safe spaces, including 2 pages of resources available from BMO to support them and their teams.

Our programming through TELUS Health provides all employees with a wide spectrum of mental health support. Our Medical

Benefits programs in each respective country we operate in, also have mental health coverage built in – including the option to access virtual healthcare provider visits.

To meet the diverse needs of our employee base, BMO provides an equitable and flexible workplace designed to empower employees to balance their responsibilities to work, family and community in a rapidly changing business and global environment. We've built a culture of hybrid workers so employees will have greater autonomy to work the way that works best for them. Our generous paid time away from work policies provide employees with further work-life balance supports and have built in multiple annual notifications to remind employees on the mental health benefits from disconnecting and time away from work.

Physical Wellness

BMO supports the physical wellness of our employees through our Benefits and Wellness programs and workplace policies. Through benefits plans and leave of absence programs we provide coverage for preventive care, disease management, illness and injury.

We also intentionally message and role model the importance of physical wellness to encourage employees to be active and take care of their health. We recommend walking meetings or taking breaks from the screen during the day. Through the TELUS Health platform, employees have access to LIFT Session – a virtual fitness app; and many other resources related to exercise and nutrition. Each month, we offer live fitness sessions with LIFT trainers during the workday to encourage our employees to take a break to be active.

Through BMO's partnership with Headspace we offer specific sleep programming, highlighting a component of physical wellness that is often overlooked, as well as fitness modules from walking meditations to mindfulness runs. Physical Wellness is also supported through our Workplace Accommodations and Ergonomics programs and how we redesign our workspaces. Many BMO office spaces include Wellness Centers so that employees can take an intentional break from their busy day to take a mindful moment in peace or join an employee-led yoga class.

Social Wellness

Building and maintaining relationships is critical to BMO's success and we have programs in place to support social wellness. Recognition is a key component of the culture at BMO, and we have our social recognition platform. We leverage powerful technology solutions, such as Microsoft Teams and other virtual collaboration tools to bring employees together across multiple geographies.

BMO's Wellness Champions network raises awareness and engagement in BMO's wellness programs by leveraging social connections between colleagues to support each other and promote available resources. Champions **boldly grow the good in business and life** by contributing to a culture where employees feel supported, healthy, engaged and productive.

We also facilitate social wellness through our efforts in Diversity, Equity and Inclusion, environmental sustainability, employee giving and volunteering opportunities, and career development programs.

Financial Wellness

As a financial institution, we understand the importance of financial wellness for our customers and communities, as well as for our employees. Core to our Employee Value Proposition, BMO employees have access to a full suite of Total Rewards that support their financial progress, their unique priorities, their well-being and their growth.

Wherever employees are on their financial journey, matched amounts incentivize saving and promote the habit of putting money aside – helping our employees make real financial progress alongside our customers and out bank. Whether investing for the future or saving for retirement, BMO employees benefit from the value they help create through our longstanding share ownership programs. In Canada for example, more than 75% of our employees participate in our Employee Share Ownership Program, where BMO matches 50 per cent of the savings on the first 6 per cent of employees' contributions, up to \$2,250 each year. With 195-year dividend record, BMO has the longest record of any bank in Canada.

Financial education is equally important so we encourage all BMO employees to boost their financial literacy skills and financial resilience through [BMO Smart Progress](#). Our employees and retirees are also able to take advantage of our Best of BMO employee banking services with exclusive offers on a range of financial products – including free everyday banking and discounts on mortgages. Additionally, through TELUS Health and the Wellness at BMO hub, employees have access to external tools and resources that help them manage their finances now and plan for the future.

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