

2007 Reporting Guide

Global Reporting Initiative

The Global Reporting Initiative (GRI) is a worldwide, multi-stakeholder network of thousands of experts that collaborate through consensus-seeking approaches to create a generally accepted framework for sustainability reporting, or the reporting of economic, social and environmental performance.

GRI's Sustainability Reporting Guidelines consist of Reporting Principles, Reporting Guidance, and Standard Disclosures (including performance indicators). BMO Financial Group has used the GRI Sustainability Reporting Guidelines as the basis for our reporting since 2005.

The third version of the GRI Guidelines – known as the G3 – were updated in 2006 and include three Application Levels: *C*, *B* and *A*. Each level reflects the extent to which companies report on the GRI. For the 2007 reporting period, we are self-declaring Application Level *C*.

Learn more about the GRI at www.globalreporting.org

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The following index lists the various web sites and publications (BMO's 2007 Annual Report, Notice of 2008 Annual Meeting of Shareholders and Proxy Circular, and Corporate Responsibility Report and 2007 Public Accountability Statement) where you can find information on BMO's sustainability reporting.*

Legend:

- A/R – 2007 Annual Report
- CR/PAS – Corporate Responsibility Report and 2007 Public Accountability Statement
- P/C – Notice of 2008 Annual Meeting of Shareholders and Proxy Circular

GRI Indicator	Indicator Description	Location
OUR COMPANY		
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy	● CR/PAS page 2
1.2	Description of key impacts, risks and opportunities	● A/R pages 22-76
2.1	Name of the organization	● CR/PAS page 4 ● A/R inside front cover
2.2	Primary brands, products, and/or services	● A/R inside front cover

GRI Indicator	Indicator Description	Location
OUR COMPANY		
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	● A/R inside front cover, page 138
2.4	Location of organization's headquarters	● A/R page 138
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	● A/R page 138
2.6	Nature of ownership and legal form	● A/R pages 23, 138 ● CR/PAS pages 36-39
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	● A/R pages 23, 130
2.8	Scale of the reporting organization	● CR/PAS pages 36, 37
2.9	Significant changes during the reporting period regarding size, structure, or ownership	● CR/PAS pages 36, 37
2.10	Awards received in the reporting period	www.bmo.com/awards
3.1	Reporting period (e.g., fiscal/calendar year) for information provided	● A/R page 22 ● CR/PAS page 36
3.2	Date of most recent previous report	We publish our A/R, CR/PAS and P/C on an annual basis
3.3	Reporting cycle (annual, biennial, etc.)	Annual

GRI Indicator	Indicator Description	Location
OUR COMPANY		
3.4	Contact point for questions regarding the report or its contents	● CR/PAS inside back cover
3.5	Process for defining content	Above paragraph
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	● A/R page 138 ● CR/PAS page 36
3.7	State any specific limitations on the scope or boundary of the report	● CR/PAS page 37
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	● A/R page 138
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	● A/R pages 22-137
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	● A/R pages 22-137
3.12	Table identifying the location of the Standard Disclosures in the report. Identify the page numbers or web links where the information can be found	● A/R inside front cover ● CR/PAS inside front cover
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	● A/R pages 16, 17 ● CR/PAS page 10 www.bmo.com/corporategovernance
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement)	● A/R page 16

GRI Indicator	Indicator Description	Location
OUR COMPANY		
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members	● A/R page 18
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	● A/R inside back cover ● P/C pages 46, 47
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance)	● P/C page 15
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	● CR/PAS pages 10, 11 ● P/C page 46
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics	● P/C page 48
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	● CR/PAS inside front cover, pages 1, 11
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles	● P/C page 48
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	● P/C page 20

GRI Indicator	Indicator Description	Location
SOCIETY		
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	● CR/PAS various
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations	www.bmo.com/environment
4.14	List of stakeholder groups engaged by the organization	● CR/PAS pages 17, 18, 35
4.15	Basis for identification and selection of stakeholders with whom to engage	● CR/PAS pages 17, 18
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	● CR/PAS various
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	● CR/PAS pages 11-13, 35
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	● CR/PAS pages 5, 23
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	● CR/PAS pages 32-35
LA1	Total workforce by employment type, employment contract, and region	● CR/PAS page 37
LA10	Average hours of training per year per employee by employee category	● A/R page 1
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	● A/R pages 19, 20 ● CR/PAS pages 28, 29

GRI Indicator	Indicator Description	Location
SOCIETY		
LA12	Percentage of employees receiving regular performance and career development reviews	● A/R page 20
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	● CR/PAS inside front cover
S02	Percentage and total number of business units analyzed for risks related to corruption	● P/C page 21 ● CR/PAS pages 10-13
S03	Percentage of employees trained in organization's anti-corruption policies and procedures	● CR/PAS page 11
S04	Actions taken in response to incidents of corruption	● P/C pages 18, 19

*We are updating our environmental performance report, scheduled for release in spring 2008