

# 2007 Performance Report

In keeping with our commitment to accountability and transparency, we believe it is important to report on our corporate responsibility and sustainability performance. By chronicling our achievements, we inform our shareholders, customers, employees and communities about how we are fulfilling our economic, social and environmental responsibilities.

We also show our organization how far we have come on our corporate responsibility journey, and provide the inspiration to move ever forward.

The following highlights our corporate responsibility and sustainability performance in 2007.\*

	2007	2006
<b>Economic*</b>		
Net Income as Reported	<b>\$2.1 billion</b>	\$2.7 billion
Net Income Excluding Significant Items**	<b>\$2.9 billion</b>	\$2.6 billion
Average Annual Five-Year Total Shareholder Return	<b>14.2%</b>	19.1%
Taxes Paid or Payable	<b>\$882 million</b>	\$948 million
Employees	<b>32,475</b>	31,292
Employee Compensation	<b>\$2.7 billion</b>	\$2.7 billion
Expenditures	<b>\$1.8 billion</b>	\$1.5 billion
<b>Social*</b>		
Total Donations and Sponsorships	<b>\$42.6 million</b>	\$32.1 million
New Commitments to Higher Learning***	<b>\$4.8 million</b>	\$2.9 million
New Commitments to Hospitals****	<b>\$5.8 million</b>	\$7.3 million
Donations to Arts and Culture	<b>\$2.8 million</b>	\$2.9 million
Contribution to Federated Charities	<b>\$2.3 million</b>	\$2.4 million
Sponsorships to Sports and Recreation	<b>\$8.6 million</b>	\$5.3 million
Contribution to BMO Volunteer Grants	<b>\$438,000</b>	\$460,000
Contribution to BMO Matching Gift Program for Higher Education	<b>\$191,000</b>	\$102,000
Free Banking Services (customers)	<b>1.28 million</b>	1.25 million
Number of BMO Bank of Montreal Branches	<b>977</b>	963
Number of Automated Banking Machines	<b>1,978</b>	1,936
Ensuring Access (percentage of branches accessible to individuals with disabilities)	<b>90%</b>	88%
Locations Serving Aboriginal Communities (number of communities)	<b>15</b>	16
Business with Aboriginal Customers	<b>\$1 billion</b>	\$1 billion
On-Reserve Housing Loans (number of communities)	<b>33</b>	21
Debt Financing to Business	<b>\$126 billion</b>	\$108 billion
Annual Employee Survey (participation rate)	<b>84%</b>	84%
Women Executives	<b>35.6%</b>	35.5%
Visible Minority Employees	<b>23.9%</b>	22.9%
Aboriginal Employees	<b>1.3%</b>	1.3%
Employees with Disabilities	<b>2.3%</b>	2.6%
<b>Environmental*</b>		
Technology Disposal Program (Canada)	<b>241 metric tonnes</b>	194 metric tonnes
Paper Shredding/Recycling (Canada/US)*****	<b>3,282 metric tonnes</b>	3,599 metric tonnes
Renewable Energy Purchased (Canada - specifically Ontario and Alberta)	<b>5,000 megawatt hours</b>	-
Percentage of Hybrid Vehicles in Service Fleet (Canada/US)	<b>13%</b>	-

\* All figures are for our fiscal year ending October 31, 2007 and relate to Canada, except Net Income and Total Shareholder Return amounts which relate to BMO's consolidated results, unless specified otherwise.

\*\* Certain significant items affected results in 2007 and 2006, as explained on page 34 of our 2007 Annual Report.

\*\*\* New funding committed over a 10-year period.

\*\*\*\* Decrease in materials shredded and recycled in 2007 versus 2006 due to concerted efforts in 2006 to destroy archived items.