

2008 Performance Report

The following table documents our corporate responsibility performance over the past three years. By reporting on our achievements, we inform our shareholders, customers, employees and communities about how we are fulfilling our economic, social and environmental responsibilities. We also provide our organization with the information that shows how far we have come on our corporate responsibility journey, and the inspiration to move forward.

	2008	2007	2006
Economic¹			
Net Income as Reported	\$2.0 billion	\$2.1 billion	\$2.7 billion
Taxes (Recovered) Paid	(\$466 million)	\$882 million	\$948 million
Employees	33,090	32,475	31,292
Employee Compensation	\$2.8 billion	\$2.7 billion	\$2.7 billion
Expenditures ²	\$1.8 billion	\$1.8 billion	\$1.5 billion
Social¹			
Total Donations and Sponsorships (Canada only)	\$47.7 million	\$42.6 million	\$32.1 million
New Commitments to Higher Learning ³	\$4.7 million	\$4.8 million	\$2.9 million
New Commitments to Hospitals ³	\$5.4 million	\$5.8 million	\$7.3 million
Donations to Arts and Culture	\$2.8 million	\$2.8 million	\$2.9 million
Contribution to Federated Charities	\$2.3 million	\$2.3 million	\$2.4 million
Sponsorships of Sports and Recreation ⁴	\$12.3 million	\$8.6 million	\$5.3 million
Contribution to BMO Volunteer Grants	\$532,000	\$438,000	\$460,000
Contribution to BMO Matching Gift Program for Higher Education	\$140,000	\$191,000	\$102,000
Free Banking Services (number of customers)	1.39 million	1.35 million	1.32 million
Number of BMO Bank of Montreal Branches	983	977	963
Number of Automated Banking Machines	2,026	1,978	1,936
Ensuring Access (percentage of branches accessible to individuals with disabilities)	91%	90%	88%
Locations Serving Aboriginal Communities (number of communities)	15	15	16
Business with Aboriginal Customers	\$1.4 billion	\$1.0 billion	\$1.0 billion
On-Reserve Housing Loans (number of communities)	36	33	21
Debt Financing to Business	\$142 billion	\$126 billion	\$108 billion
Annual Employee Survey (participation rate)	82%	84%	84%
Women Executives	34.5%	35.6%	35.5%
Visible Minority Employees	23.4%	23.9%	22.9%
Aboriginal Employees	1.2%	1.3%	1.3%
Employees with Disabilities	2.1%	2.3%	2.6%
Environmental¹			
Technology Disposal Program ⁵ (Canada/United States) ⁶	110 tonnes	241 tonnes	194 tonnes
Paper Shredding/Recycling ⁵ (Canada/United States)	4,090 tonnes	3,282 tonnes	3,599 tonnes
Renewable Energy Purchased (Canada – specifically Ontario and Alberta)	8,376 megawatt hours	5,000 megawatt hours	–
Percentage of Hybrid Vehicles in Service Fleet (Canada/United States)	18%	13%	–

¹ All figures are for our fiscal year ending October 31, 2008 and relate to Canada, except Net Income, which relates to BMO's consolidated results, unless specified otherwise.

² Goods and services purchased in Canada.

³ New funding committed over a 10-year period.

⁴ Increase in 2008 contribution is explained by the centralization of sponsorship investments.

⁵ Figures are for calendar year.

⁶ Figure reported for 2008 includes Canada and United States. Figures reported for 2007 and 2006 are for Canada only.