



**Your 401(k) plan is
moving to Empower**

Effective May 1, 2023



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Core to our Employee Value Proposition, our Total Rewards support your financial progress, your unique priorities, your well-being, and your growth. As a BMO employee, you have access to a variety of benefits that offer financial rewards and incentives that really add up, whether you're saving for today or tomorrow.

One of the best ways to prepare for the future is through your BMO 401(k) Savings Plan. It offers a variety of plan design features and easy-to-use planning tools to help you reach your goals.

BMO periodically reviews its 401(k) Savings Plan to ensure the Plan and the administration of the Plan remain market competitive. Effective May 1, BMO is moving the administration of the 401(k) Savings Plan to Empower, a leading provider of retirement services.

With this change comes new features. Take the time to review this guide to understand the benefits that are available to you and what to expect during the transition.

NOTE

No longer with BMO?

If you're retired or separated from service, you're receiving this information because you still have a balance in the Plan. You may have additional options related to this account transition. For more information, contact [ACCESSBenefits](#).

What's not changing

1. Your BMO 5% match and 2% core contributions will remain the same.
2. Investment fund options will be the same as they are in the Plan today.
3. You will still be able to access your Plan account through Workday and the BMO US Benefits site.

What's new and changing

BMO's 401(k) Savings Plan updates:

1. **NEW PLAN NAME:** In alignment with our rebranding, BMO has chosen to simplify the name of the Plan to the BMO 401(k) Savings Plan.
2. **INCREASED MAXIMUMS:** The maximum you can contribute to the Plan is increasing from 25% to 75% of your eligible pay.
3. **NEW SAVINGS FEATURE:** An in-plan Roth conversion, which allows you to convert non-Roth pre-tax dollars in your account to Roth after-tax dollars.
4. **ADDITIONAL DISTRIBUTION OPTIONS:** Installment payments are being added as a feature to the Plan.
5. **A MORE FLEXIBLE LOAN POLICY:** Plan participants can continue making their scheduled payments on outstanding 401(k) Plan loans even if their employment with BMO had ended.
6. **BMO STOCK FUND LIMITS:** The new maximum amount of future contributions that you will be able to invest in the BMO Stock Fund will be 25%.

Learn more about these changes in the detailed FAQ available on the transition website empower.com/BM0401k/transition or by using the QR code shown in this document.



Questions?

Empower is here for you. If you have questions about your account, want to make account changes after the transition ends, or would like general information about the transition, call Empower at **844-SAV-401k** (844-728-4015).

You can also visit Empower's transition website at empower.com/BM0401k/transition or use this QR code to access Frequently Asked Questions (FAQ).

Important dates

Dates	
April 14, 2023	Paperwork deadline Transactions requiring paperwork must be returned in good order to ACCESSBenefits for processing (hardship withdrawal, loan payoff, QDRO, rollover, etc.).
April 24, 2023, at 3 p.m. Central time	Blackout period begins Last day to request contribution changes, investment election changes, a loan, or a withdrawal (if applicable) from ACCESSBenefits (www6.lifeatworkportal.com/AccessBenefits or 800-738-2323).
Week of May 8, 2023	Blackout period is expected to end The transition period ends, and you will have full access to your account on the new website. Contact Empower at empower.com/BM0401k or 844-SAV-401k (844-728-4015).
Post transition	Be on the lookout for educational opportunities from Empower to learn more about your Plan, investment options, tools, and features of Empower's website.

During the blackout period, you won't have access to your BMO 401(k) Savings Plan account at ACCESSBenefits or Empower. This blackout period will allow time to transfer the Plan's administrative records to Empower (see the *Important notice* section of this document for details).

Payroll deductions will continue during the blackout period and will be reflected in your account at Empower when the blackout period is complete.

TIP

Before the blackout:

1. Review your current investments and deferral rates prior to the blackout starting on April 24, 2023.
 - Investments in place as of April 24, 2023, will move over to Empower to the same funds, and you will not be able to make changes during the blackout period.
 - Deferral elections on file as of April 24, 2023, will move over to Empower, and you will not be able to make changes during the blackout period. As is the case today, deferral election changes will take effect within 1-2 pay periods.
2. Download or print a copy of any statement you require before April 28, 2023. Statements will no longer be available after this date. You can view your historical statements from ACCESSBenefits up to April 28, 2023.
3. Ensure you have your tax statement (1099R); otherwise, request your tax statement for any withdrawal or distribution activity in 2022 prior to the blackout starting on April 24, 2023.

How your funds will transfer

Your investments in the BMO 401(k) Savings Plan will transfer automatically (in-kind transfers) and will be invested in the same funds with Empower. You don't need to do anything. If you want to make changes to your investments prior to the transfer to Empower, simply change the elections for your current balance and/or future contribution elections by contacting ACCESSBenefits (www6.lifeatworkportal.com/AccessBenefits or 800-738-2323) prior to 3 p.m. Central time on April 24, 2023.

For details on the funds and fees in the Plan, refer to the enclosed *Notice of Investment Returns & Fee Comparison*.

Next steps

Getting started with your new Empower account

Beginning the week of May 8, 2023, you can access your Empower account and start enjoying Empower's features and resources available to you. Getting started is easy — there are three simple ways:



1. Access your account through Workday single sign-on, the same way you access your account today.

2. Visit **empower.com/BM0401k** or the Empower app.

- Click the *Register* button.
- Select the *I do not have a PIN* tab.
- Follow the prompts to create a username and password.



3. If you need help when registering, contact an Empower representative at **844-SAV-401k** (844-728-4015).

Confirm your beneficiary

Once the transition is complete, be sure to verify or update your beneficiary elections. This way, you can rest assured your money will go to your loved ones should something happen to you.

Update your contact information

Also, be sure to update your contact information and personal preferences so you stay up to date and receive account alerts.

We've got you covered

Empower will engage, encourage, and inspire you every step of the way. Based on the tools you use, resources you access, and communication preferences, Empower will reach out to you through a variety of channels so you can take action when it's most relevant to your personal situation. Empower is committed to helping you reach your retirement goals and experience the financial future you imagine.

Empower's features

Enhanced financial wellness tools

Empower shares BMO's passion for helping you make real financial progress. Once the transition is complete, you'll have access to Empower's tools designed to help you reach your retirement goals, including:

- A personalized estimate of income that you'll need to ensure you're on track for retirement.
- Financial modeling tools and calculators, along with a robust financial wellness learning center.
- Resources and educational videos to help you prepare for retirement.

Empower's Retirement Solutions Group offers you professional help

A team of experienced retirement consultants can provide complimentary services to you. If you need help consolidating your retirement accounts or are looking for ways to save outside of BMO's Plan, knowledgeable Empower professionals can help you explore your options, including individual retirement accounts (IRAs) and rolling money into the Plan. Following the transition, call **877-788-6261** to learn more about any of these options.

Consider all your options and their features and fees before moving retirement savings between accounts.

Connect with an Empower representative through live chat

Empower offers access to representatives through our live chat feature. With this convenient messaging capability, you get immediate answers to your questions in real time.



Important notice concerning your rights in the BMO 401(k) Savings Plan*

March 15, 2023

This notice is to inform you that your account in the BMO 401(k) Savings Plan will transfer to Empower effective May 1, 2023.

As a result of this change, you will temporarily be unable to check your account balance and transfer or diversify your investments in your BMO 401(k) Savings Plan or obtain a loan, withdrawal, or distribution. This period during which you will be unable to exercise these rights otherwise available under the Plan is called a blackout period. Whether or not you are planning retirement in the near future, we encourage you to carefully consider how this blackout period may affect your retirement planning as well as your overall financial plan.

The temporary blackout period begins at 3 p.m. Central time on April 24, 2023, and ends during the week of May 8, 2023. During this time, you'll have limited or no access to your account. You won't be able to check your account balance; transfer or diversify your investments; or obtain a loan, withdrawal, or distribution from your BMO 401(k) Savings Plan account.

Before the blackout period begins, it is very important that you review and consider the appropriateness of your current investments because you won't be able to transfer or diversify those investments during the blackout period. For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income, and investments.

If you are requesting a transaction to be completed prior to the blackout period (e.g., hardship withdrawal, etc.), the required paperwork must be returned in good order to ACCESSBenefits for processing before April 14, 2023.

To review your Plan account before the blackout period begins, contact ACCESSBenefits at 800-738-2323 or access your account online at www6.lifetimeportal.com/AccessBenefits by April 24, 2023. If you have questions concerning this notice, please contact Empower at **844-SAV-401k** (844-728-4015).

Once the blackout period ends, you'll have full access to your Plan account. If you'd like to confirm the status of the blackout period, contact Empower at **844-SAV-401k** (844-728-4015) or visit empower.com/BM0401k.

These dates and times are subject to change. Please contact Empower for more information.

Diversification does not ensure a profit or protect against loss.

*The Plan's name is Employees' 401(k) Savings Plan of Bank of Montreal/Harris through April 30, 2023.



Carefully consider the investment option's objectives, risks, fees, and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products, or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

Fund changes may alter the risk exposure of an investment account. Some cash-alternative options (other than money market funds), such as guaranteed interest funds or stable value funds, may have withdrawal and transfer restrictions. Carefully consider the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income, and investments. Adjustments may be needed to realign the account with its desired investment strategy. Once the transition is complete, please review the information for each fund on the Plan website.

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Investing involves risk, including possible loss of principal.

IMPORTANT: The projections or other information generated on the website by the investment analysis tool regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. The results may vary with each use and over time.

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Important notices for the BMO 401(k) Savings Plan effective May 1, 2023

To help you better understand your investment options and other plan information, please see the following enclosures:

- **Notice of Investment Returns & Fee Comparison:** This notice provides a list of the fees and expenses associated with your BMO 401(k) Savings Plan account as well as details about the investment options available in the plan, including performance, fees and restrictions.
- **Qualified Default Investment Alternative (QDIA):** This notice outlines what you need to know if you are making contributions to the plan but have not proactively chosen how your account will be invested.
- **Safe Harbor Notice:** This notice provides information about safe harbor employer contributions and your rights and obligations under the plan, including deferral contributions along with other relevant information.

While the enclosed notices apply to the BMO 401(k) Savings Plan, they may not all apply to your individual plan participation.

If you have questions about these materials, please contact us at **844-SAV-401k** (844-728-4015). Customer Care Center representatives are available weekdays from 7 a.m. to 9 p.m. Central time and Saturdays from 8 a.m. to 4:30 p.m. Central time.

Sincerely,

Empower

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Investing involves risk, including possible loss of principal.

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Notice of Investment Returns & Fee Comparison

150585-01 BMO 401(k) Savings Plan empower.com/BMO401k

Your employer-sponsored retirement savings plan allows eligible employees to invest for their retirement. These plans can be valuable in helping participants reach their retirement savings goals. The goal is to build your account through additional contributions and investment returns in your plan. Fees and expenses related to your plan can affect the overall long-term value of your account. The investment options you choose also affect your account. It is important for you to have a clear understanding of the investment options available through your plan and the fees and expenses that are part of your plan.

This notice includes information to help you understand plan costs and compare your retirement plan's investment options. It was designed to meet the participant fee disclosure regulations of the United States Department of Labor (DOL).

For more information on the plan's investment options including investment objectives or goals, principal strategies and risks, portfolio turnover rate, current returns and expenses, please visit the participant website listed above. This website also includes educational information and tools designed to help you with making investment decisions.

Additional information on the plan's investment options is also available on the participant website which may include prospectuses or similar documents, fund reports to the extent applicable, and fund share/unit valuations.

Paper copies of the investment related information available on the participant website can be obtained at no cost by contacting Empower at:

Empower
P.O. Box 173764 Denver, CO 80217-3764
Participant Call Center: 1-844-SAV-401K

SECTION	Document Summary
1	Investment Rate of Return Information - Shows investment return information for your Plan's investment options. It shows past performance and comparisons to the performance of a comparable benchmark over 1, 5 and 10 year periods or since inception if the investment option's inception date is less than 10 years.
2	Investment-Related Fees, Expense Information, and Transfer Restrictions - Shows fees and expenses associated with the investments in your Plan. This section also shows any investment restrictions.
3	Plan-Related Information - Shows your Plan related information and the General Administrative Services Expenses and Participant Elected Services Expenses tables. The General Administrative Services Expenses table shows non-investment expenses that pay for operating your Plan. The Participant Elected Services Expenses table shows expenses for optional services available through your Plan that may be charged to your individual account for the services you use.

1 – Investment Rate of Return Information

Variable Rate of Return Investments Table

This table looks at the rates of return from investments that increase and decrease in value. The table shows how these investments have performed over time. You can compare each investment option to a benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. In addition to the web addresses listed in the table, more information about the investments in your Plan including an investment option's principal risks is available on the participant website listed in the title.

Variable Return Investments								
Investment Option	Average Annual Total Return* as of 01/31/2023				Benchmark** as of 01/31/2023			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
Asset Allocation								
BlackRock LifePath Index 2025 Non-Lend J²	-7.79%	N/A	N/A	8.06%	-5.44%	N/A	N/A	5.00%
www.blackrock.com						S&P Target Date 2025 TR USD		

Investment Option	Average Annual Total Return [†] as of 01/31/2023				Benchmark** as of 01/31/2023			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
BlackRock LifePath Index 2030 Non-Lend J²	-7.76%	N/A	N/A	8.83%	-5.49%	N/A	N/A	5.55%
www.blackrock.com					S&P Target Date 2030 TR USD			
BlackRock LifePath Index 2035 Non-Lend J²	-7.80%	N/A	N/A	9.55%	-5.61%	N/A	N/A	6.15%
www.blackrock.com					S&P Target Date 2035 TR USD			
BlackRock LifePath Index 2040 Non-Lend J²	-7.82%	N/A	N/A	10.17%	-5.58%	N/A	N/A	6.60%
www.blackrock.com					S&P Target Date 2040 TR USD			
BlackRock LifePath Index 2045 Non-Lend J²	-7.82%	N/A	N/A	10.71%	-5.51%	N/A	N/A	6.85%
www.blackrock.com					S&P Target Date 2045 TR USD			
BlackRock LifePath Index 2050 Non-Lend J²	-7.85%	N/A	N/A	11.08%	-5.48%	N/A	N/A	6.98%
www.blackrock.com					S&P Target Date 2050 TR USD			
BlackRock LifePath Index 2055 Non-Lend J²	-7.86%	N/A	N/A	9.26%	-5.43%	N/A	N/A	7.03%
www.blackrock.com					S&P Target Date 2055 TR USD			
BlackRock LifePath Index 2060 Non-Lend J²	-7.86%	N/A	N/A	7.58%	-5.46%	N/A	N/A	7.07%
www.blackrock.com					S&P Target Date 2060 TR USD			
BlackRock LifePath Index 2065 Non-Lend J²	-7.87%	N/A	N/A	8.09%	-5.46%	N/A	N/A	5.95%
www.blackrock.com					S&P Target Date 2060 TR USD			
BlackRock LifePath Index Ret Non-Lend J²	-7.65%	N/A	N/A	6.18%	-5.33%	N/A	N/A	3.31%
www.blackrock.com					S&P Target Date Retirement Income TR USD			
BlackRock 20/80 Target Allocation K²	-8.43%	2.35%	4.16%	3.39%	-7.58%	2.56%	3.71%	3.94%
www.blackrock.com					S&P Target Risk Conservative TR USD			
BlackRock 80/20 Target Allocation K²	-7.51%	6.27%	8.83%	8.96%	-7.12%	4.04%	6.32%	6.55%
www.blackrock.com					S&P Target Risk Growth TR USD			
BlackRock 40/60 Target Allocation K²	-8.04%	4.03%	6.04%	5.59%	-7.58%	2.56%	3.71%	3.94%
www.blackrock.com					S&P Target Risk Conservative TR USD			
BlackRock 60/40 Target Allocation K²	-7.84%	5.12%	7.29%	7.21%	-7.42%	3.07%	4.62%	4.83%
www.blackrock.com					S&P Target Risk Moderate TR USD			
International Funds								
BNYM Mellon NSL ACWI ex-US Fund Instl²	-5.64%	1.49%	N/A	5.84%	-5.32%	2.00%	N/A	6.70%
www.bnymellon.com					Morningstar Global Markets ex-US GR USD			
MFS International Equity R6^{1,2}	-3.40%	5.31%	6.73%	7.76%	-2.83%	2.13%	4.95%	*
www.mfs.com					MSCI EAFE NR USD			
T. Rowe Price Emerging Markets Eq Tr-B^{1,2}	-15.67%	-2.39%	N/A	1.20%	-10.21%	-0.05%	N/A	3.09%
www.troweprice.com					Morningstar Emerging Markets GR USD			
Small Cap Funds								
BNYM Mellon NSL Small Cap SIF Instl²	-3.40%	5.57%	9.25%	9.59%	-1.78%	5.70%	9.42%	9.50%
www.mellon.com					Morningstar US Small Cap TR USD			

Investment Option	Average Annual Total Return [‡] as of 01/31/2023				Benchmark** as of 01/31/2023			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
DFA US Small Cap I²	1.34%	7.15%	10.39%	10.24%	-1.78%	5.70%	9.42%	*
www.dimensional.com					Morningstar US Small Cap TR USD			
Mid Cap Funds								
BNYM Mellon NSL Mid Cap SIF Instl²	2.36%	8.00%	10.88%	11.44%	-2.55%	8.99%	11.92%	11.88%
www.pru.co.uk					Morningstar US Mid Cap TR USD			
Hartford MidCap HLS IA Fund²	-8.98%	5.87%	11.07%	12.30%	-1.62%	8.75%	11.68%	*
www.hartfordfunds.com					Morningstar US Mid Core TR USD			
Large Cap Funds								
BNYM Mellon NSL SIF Instl²	-8.23%	9.54%	12.55%	13.12%	-10.64%	9.41%	12.67%	12.49%
www.pru.co.uk					Morningstar US Large Cap TR USD			
JPMCB U.S. Analyst CF-A²	-7.19%	11.02%	N/A	12.72%	-10.64%	9.41%	N/A	10.85%
www.jpnam.com					Morningstar US Large Cap TR USD			
Balanced								
PIMCO All Asset Instl²	-5.34%	3.99%	3.97%	6.57%	-5.94%	5.13%	7.54%	*
www.pimco.com					Morningstar Moderately Aggressive Target			
Bond								
American Century High Income R6^{1,2}	-5.06%	3.10%	4.67%	3.23%	-5.14%	2.77%	4.20%	2.79%
www.americancentury.com					ICE BofA US High Yield TR USD			
BNYM Mellon NSL Aggregate BIF Instl²	-8.42%	0.79%	1.25%	1.23%	-8.50%	0.84%	1.38%	1.26%
www.bnymellon.com					Morningstar US Core Bond TR Hedged USD			
BNYM Mellon NSL TIPS Index Fund Instl²	-8.42%	2.61%	N/A	1.97%	-8.17%	2.51%	N/A	1.90%
www.bnymellon.com					Morningstar US Treasury Inflation-Protec			
TCW MetWest Total Return Bond C²	-9.44%	1.14%	N/A	1.14%	-8.28%	0.99%	N/A	1.31%
www.tcm.com					Bloomberg US Universal TR USD			
Stable Value								
Invesco Stable Value Trust CI B1	1.78%	N/A	N/A	1.81%	-3.85%	N/A	N/A	-0.51%
www.invesco.com					USTREAS Treasury Bill Constant Maturity			
Stock								
The following returns are as of December 31, 2022								
BMO Company Stock^{1,2,3}	-12.03%	6.58%	8.05%	9.72%	-18.11%	9.42%	12.56%	6.88%
www.BMO.com					S&P 500 Index			

Please note that if an investment option has not been in existence for 10 years, a "Since Start/Inception Date" return will be displayed. If the investment option has been in existence for 10 years or more, a "10-Year" return will be displayed. Returns shown for the corresponding benchmark are for the same time period as the investment option.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower for a prospectus, summary prospectus for SEC registered products or disclosure document for unregistered products, if available, containing this information. Read them carefully before investing.

1 Additional information on this Investment Option can be found in Section 2.

2 Investment Funds. The start date may be that of the fund's original share class. If your Plan offers a different share class of the fund with a more current start date, the performance returns have been adjusted to reflect the fees and charges associated with the actual share class.

3 Stock Fund performance information is updated at least annually.

* Performance returns not available at time of production.

N/A - Performance returns are not applicable.

‡ Performance calculations for each of the plan's designated investment options are net of applicable investment contract fees, reducing the investment option's performance by the effect of such fees, including, for example, any applicable annuity separate account/program fees and other investment-level fees related to plan account maintenance and servicing.

** A benchmark index is not actively managed. It does not have a defined investment objective and does not incur fees or expenses. You cannot invest directly in a benchmark index.

2 – Investment-Related Fees, Expense Information, and Transfer Restrictions

Investment-Related Fees, Expense Information and Transfer Restrictions

This table looks at fees, expenses and transfer restrictions associated with the investments in your Plan. Fees and expenses are only two of many things to consider when deciding to invest. You may also want to think about whether an investment in a particular investment option, along with your other investments, will help you reach your financial goals.

Fees, Expenses and Restrictions as of 02/17/2023				
Investment Option	Gross/Net Total Annual Operating Expenses As a %~	Gross Per \$1000	Transfer Rule	Shareholder Type Fees^
Asset Allocation				
BlackRock LifePath Index 2025 Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock LifePath Index 2030 Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock LifePath Index 2035 Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock LifePath Index 2040 Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock LifePath Index 2045 Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock LifePath Index 2050 Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock LifePath Index 2055 Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock LifePath Index 2060 Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock LifePath Index 2065 Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock LifePath Index Ret Non-Lend J	0.07%/0.07%	\$.70 per \$1,000		
BlackRock 20/80 Target Allocation K	0.29%/0.23%	\$2.90 per \$1,000		
BlackRock 80/20 Target Allocation K	0.34%/0.31%	\$3.40 per \$1,000		
BlackRock 40/60 Target Allocation K	0.34%/0.29%	\$3.40 per \$1,000		
BlackRock 60/40 Target Allocation K	0.30%/0.28%	\$3.00 per \$1,000		
International Funds				
BNYM Mellon NSL ACWI ex-US Fund Instl	0.07%/0.06%	\$.65 per \$1,000		
MFS International Equity R6	0.69%/0.68%	\$6.90 per \$1,000	1	

Investment Option	Gross/Net Total Annual Operating Expenses As a %~	Gross Per \$1000	Transfer Rule	Shareholder Type Fees^
T. Rowe Price Emerging Markets Eq Tr-B	0.73%/0.73%	\$7.25 per \$1,000	2	
Small Cap Funds				
BNYM Mellon NSL Small Cap SIF Instl	0.04%/0.04%	\$.40 per \$1,000		
DFA US Small Cap I	0.27%/0.27%	\$2.70 per \$1,000		
Mid Cap Funds				
BNYM Mellon NSL Mid Cap SIF Instl	0.03%/0.03%	\$.30 per \$1,000		
Hartford MidCap HLS IA Fund	0.69%/0.69%	\$6.90 per \$1,000		
Large Cap Funds				
BNYM Mellon NSL SIF Instl	0.02%/0.02%	\$.20 per \$1,000		
JPMCB U.S. Analyst CF-A	0.34%/0.34%	\$3.40 per \$1,000		
Balanced				
PIMCO All Asset Instl	1.00%/0.89%	\$9.95 per \$1,000		
Bond				
American Century High Income R6	0.53%/0.53%	\$5.30 per \$1,000	3	
BNYM Mellon NSL Aggregate BIF Instl	0.03%/0.03%	\$.30 per \$1,000		
BNYM Mellon NSL TIPS Index Fund Instl	0.07%/0.04%	\$.67 per \$1,000		
TCW MetWest Total Return Bond C	0.30%/0.30%	\$3.00 per \$1,000		
Stable Value				
Invesco Stable Value Trust CI B1	0.30%/0.30%	\$3.00 per \$1,000		
Stock				
BMO Company Stock			4,5,6	

Rule #1 - Fund company restriction: A transfer into this fund will not be permitted if a prior transfer was made out of this fund in the last 30 days.

Rule #2 - Due to the frequent trading policy and procedures regarding market timing and excessive trading, if 2 round trips have been processed INTO the fund there may be transfer restrictions. Given the fund's frequent trading policy and procedures and previous warnings, you may be restricted from transferring money into this fund for 30 days.

Rule #3 - Due to the frequent trading policy and procedures regarding market timing and excessive trading, if 2 round trips have been processed INTO the fund there may be transfer restrictions. Given the fund's frequent trading policy and procedures and previous warnings, you may be restricted from transferring money into this fund for 180 days.

Rule #4 - Dollar Cost Average and/or transfers from this fund may be prohibited. Please contact your plan sponsor if you have any questions.

Rule #5 - Dollar Cost Average and/or transfers into this fund may be prohibited. Please contact your plan sponsor if you have any questions.

Rule #6 - Effective May 1, 2023, balances and future transactions into the employer stock fund cannot exceed 25% of your Account Balance. If your balance in the employer stock fund exceeds 25% prior to May 1, 2023, you will be able to maintain that balance.

~ Gross Total Annual Operating Expenses are the gross fees potentially charged to the investment option and are displayed above in accordance with fee disclosure regulations. The Net Total Annual Operating Expenses, also displayed above as supplementary

information, are the actual amounts charged by the investment option and may be different from the Gross Expenses due to certain fee waivers or additional expenses charged by other service providers. Expenses reduce the return of the investment option. Part of these fees may be shared with the plan's service providers and, under an agreement with the applicable plan fiduciaries, may be used to help pay for plan administration and/or recordkeeping fees. The plan's fiduciaries may make changes to the plan's investments at any time subject to applicable notice requirements. Please see the participant website for more information.

Please note that any Asset Allocation Models listed above, if applicable, are not separate investment options and that Gross/Net Total Annual Operating Expenses are not separately calculated for the Models. The annual expense information provided for any Asset Allocation Model in table 2 above is for informational purposes only and is determined by adding together the weighted percentage of the Total Annual Operating Expenses (Gross and Net) of each of the Plan's investment options utilized in the Asset Allocation Models. For information on the investment options and allocation strategies of each Asset Allocation Model, if applicable, please visit the plan's website or contact the Participant Call Center.

^ Shareholder/Shareholder-Type Fees are fees paid directly from your investment in this option (e.g., sales loads, sales charges, deferred sales charges, redemption fees, exchange fees, account fees, purchase fees, transfer or withdrawal fees).

NOTE: More current information about the Plan's investment options, including fees, expenses and performance updates, may be available on the participant website listed in the title.

3 – Plan-Related Information

This section provides general Plan information, including a description of non-investment management fees and expenses that may be charged to your account. This section also includes information on General Administrative Services Expenses and Participant-Elected Services Expenses. Blank fields in the table below can be assumed to be not applicable or zero. If there is no General Administrative Services Expenses table displayed there are no General Administrative Services fees paid by you for your Plan.

General Information

Non-Investment Management Fees and Expenses: Includes recordkeeping, accounting, legal, consulting or other administrative fees that may be charged to your account. The dollar amount actually charged to your account during the previous quarter for such administrative or individual expenses will be reported to you on your quarterly statement. If you have additional questions related to fees on your account, please contact the Participant Call Center at the number listed on the first page of this document.

Investment Instructions: Your Plan lets you direct the investment of your account in the investment options listed in Section 1. You may make changes to your investment options via the participant website or by calling the Participant Call Center during normal business hours at the number listed on the first page of this document.

Limitations on Investments: Limits on making changes to your investment choices may be imposed by the Plan Sponsor or by a manager of an investment option. Any limits or restrictions made by a fund manager are described in the prospectus for the fund. They include restrictions intended to prevent "market timing" (i.e., rapid trading in and out of a fund). In addition to the limits and restrictions described in the prospectus, the Plan Sponsor may have other restrictions on making changes to your investment choices. These restrictions are included in the table in Section 2. For more information on investment restrictions in your plan, contact the Participant Call Center at the number listed on the first page of this document.

Voting, Tender, and Similar Rights: The appropriate Plan fiduciaries, or an individual or an institution designated by the Plan fiduciaries, will exercise any voting or other rights associated with ownership of the Designated Investment Alternatives offered in your Plan.

Plan Sponsor intends for this plan to be compliant with section 404(c) of the Employee Retirement Income Security Act, and 29 CFR 2550.404c-1. Fiduciaries of the Plan may be relieved of liability for any losses which are the direct result of investment instructions given by participants or beneficiaries.

General Administrative Services Expenses Table

This table shows expenses that pay for operating the Plan. These expenses are described below. Fees and expenses for general plan administrative services (for example, recordkeeping services and custodial services) may be charged to the Plan. These fees and expenses may be charged to your individual account to the extent not paid by the Plan Sponsor, deducted from other Plan assets (such as the Plan's forfeiture account) and/or included in investment-related fees and expenses. How the expenses are charged to participant accounts will depend on the nature of the expense. For example, some fees may be charged as a fixed dollar amount per participant or as a percentage amount spread across the account balances, as determined by the Plan Sponsor or other responsible Plan Fiduciary. The amount of any general plan administrative expenses actually deducted from your account will be reflected on your account statement.

Missing Participant Administrative Services. Upon request by the Plan Sponsor, Empower may perform certain administrative services that attempt to identify and locate missing and unresponsive participants. The administrative services may include, for example, performing Participant address searches using a commercial locator service, updating Participant address records and attempting to contact Participants using certified U.S. mail. If the plan incurs any administrative fees for these services, such expenses will be paid from the plan's assets and deducted from the applicable missing or unresponsive participant's account balance or from the proceeds of any uncashed benefit payment made by

the plan to such participant. The missing participant administrative fees are estimated to range from \$10 up to \$75 per participant per year depending on the services elected by the Plan Sponsor.

General Administrative Services Expenses as of 02/17/2023				
Fee Type	Annual Amount	Quarterly Amount	Frequency	Description
Plan Administration Participant Account Fee	\$30.00	\$7.50	Quarterly	This fee is used to pay for some or all of the plan's general administrative expenses which may include costs for recordkeeping, advisory, legal and accounting services.

Participant Elected Services Expenses Table

This table shows expenses for optional services available through your plan. Certain fees may be charged to your individual account for optional services you use.

Participant Elected Services Expenses as of 02/17/2023			
Service	Fee Amount	Frequency	Description
Participant Loan (Origination)	\$50.00	Per Distribution	This fee is associated with originating a loan through your company's retirement plan.
WIRE Special Handling Charge	\$40.00	Per Distribution	Wire Charge
ACH Special Handling Charge	\$15.00	Per Distribution	ACH Charge
EXPRESS Special Handling Charge	\$40.00	Per Distribution	Express Delivery Charge
Domestic Relations Order Services	\$300.00	Per Occurrence	This fee only applies if you request a QDRO distribution/withdrawal and covers the cost of reviewing and processing a Qualified Domestic Relations Order and is charged once per review request.

Your Plan may charge fees related to certain approval (e.g., Domestic Relations Orders, hardship withdrawals, etc.) or other (e.g. advisory) services. For further information regarding these potential fees, please contact the Participant Call Center at the number listed on the first page of this document.

Your Plan may also charge general administration fees related to the delivery of plan communications. In such event, a fee may be deducted from your individual plan account on a per communication basis or on a quarterly or annual basis. The cost per communication is generally between \$2 to \$3.

Fees and expenses do add up over time and can substantially reduce the growth of your retirement savings. Fees and expenses are only two of several factors to consider when you make investment decisions.

You can visit the Department of Labor's website for an example showing the long-term effects of fees and expenses at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>.

Visit the participant website listed in the title for a "Glossary of Investment Terms" relevant to the investment options under your Plan.

If applicable to your plan:

Source: Bloomberg Index Services Limited. BLOOMBERG® is a trademark and service mark of Bloomberg Finance L.P. and its affiliates (collectively "Bloomberg"). BARCLAYS® is a trademark and service mark of Barclays Bank Plc (collectively with its affiliates, "Barclays"), used under license. Bloomberg or Bloomberg's licensors, including Barclays, own all proprietary rights in the Bloomberg Barclays Indices. Neither Bloomberg nor Barclays approves or endorses this material, or guarantees that accuracy or completeness of any information herein, or makes any warranty, express or implied, as to the results to be obtained therefrom and, to the maximum extent allowed by law, neither shall have any liability or responsibility for injury or damages arising in connection therewith.

Qualified Default Investment Alternative

150585-01 BMO 401(k) Savings Plan
empower.com/BMO401k

This Qualified Default Investment Alternative (QDIA) notice gives you important investment information related to your account under the BMO 401(k) Savings Plan (the Plan). **You should read this notice very carefully to understand how your Plan account assets will be invested if you do not make an investment election for all or any portion of your account.**

The Plan lets you invest your account in a number of different investment funds.

Unless you choose investment fund(s), your Plan account will be invested in the following investment fund(s):

Investment Fund:	Birth Year
BlackRock LifePath Index Ret Non-Lend J	1900 to 1957
BlackRock LifePath Index 2025 Non-Lend J	1958 to 1962
BlackRock LifePath Index 2030 Non-Lend J	1963 to 1967
BlackRock LifePath Index 2035 Non-Lend J	1968 to 1972
BlackRock LifePath Index 2040 Non-Lend J	1973 to 1977
BlackRock LifePath Index 2045 Non-Lend J	1978 to 1982
BlackRock LifePath Index 2050 Non-Lend J	1983 to 1987
BlackRock LifePath Index 2055 Non-Lend J	1988 to 1992
BlackRock LifePath Index 2060 Non-Lend J	1993 to 1997
BlackRock LifePath Index 2065 Non-Lend J	1998 or later

BlackRock LifePath Index 2025 Non-Lend J	Investment Objective & Strategy
	The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept.
Fund Investment Expense as of 02/17/2023	Risk and Return Profile
Gross: 0.07% Net: 0.07%	This investment option may be most appropriate for someone willing to take some risk to achieve higher potential returns. The investor may be approaching retirement, with a short investment horizon, or may prefer to take less risk than other investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.
BlackRock LifePath Index 2030 Non-Lend J	Investment Objective & Strategy
	The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept.
Fund Investment Expense as of 02/17/2023	Risk and Return Profile
Gross: 0.07% Net: 0.07%	This investment option may be most appropriate for someone willing to balance the risk of principal fluctuation with the potential for greater capital growth over time. The investor may have a medium investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.

BlackRock LifePath Index 2035 Non-Lend J	<p style="text-align: center;">Investment Objective & Strategy</p> <p>The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept.</p>
<p style="text-align: center;">Fund Investment Expense as of 02/17/2023</p> <p>Gross: 0.07% Net: 0.07%</p>	<p style="text-align: center;">Risk and Return Profile</p> <p>This investment option may be most appropriate for someone willing to balance the risk of principal fluctuation with the potential for greater capital growth over time. The investor may have a medium investment horizon, or may prefer to take less risk than more aggressive investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.</p>
BlackRock LifePath Index 2040 Non-Lend J	<p style="text-align: center;">Investment Objective & Strategy</p> <p>The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept.</p>
<p style="text-align: center;">Fund Investment Expense as of 02/17/2023</p> <p>Gross: 0.07% Net: 0.07%</p>	<p style="text-align: center;">Risk and Return Profile</p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor may have a medium to long investment horizon, or may prefer to take less risk than more aggressive investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.</p>
BlackRock LifePath Index 2045 Non-Lend J	<p style="text-align: center;">Investment Objective & Strategy</p> <p>The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept</p>
<p style="text-align: center;">Fund Investment Expense as of 02/17/2023</p> <p>Gross: 0.07% Net: 0.07%</p>	<p style="text-align: center;">Risk and Return Profile</p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor is comfortable with the ups and downs of the market and has a long investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.</p>
BlackRock LifePath Index 2050 Non-Lend J	<p style="text-align: center;">Investment Objective & Strategy</p> <p>The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept.</p>

<p>Fund Investment Expense as of 02/17/2023</p> <p>Gross: 0.07% Net: 0.07%</p>	<p>Risk and Return Profile</p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor is comfortable with the ups and downs of the market and has a long investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.</p>
<p>BlackRock LifePath Index 2055 Non-Lend J</p>	<p>Investment Objective & Strategy</p> <p>The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept.</p>
<p>Fund Investment Expense as of 02/17/2023</p> <p>Gross: 0.07% Net: 0.07%</p>	<p>Risk and Return Profile</p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor is comfortable with the ups and downs of the market and has a long investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.</p>
<p>BlackRock LifePath Index 2060 Non-Lend J</p>	<p>Investment Objective & Strategy</p> <p>The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept.</p>
<p>Fund Investment Expense as of 02/17/2023</p> <p>Gross: 0.07% Net: 0.07%</p>	<p>Risk and Return Profile</p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor is comfortable with the ups and downs of the market and has a long investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.</p>
<p>BlackRock LifePath Index Ret Non-Lend J</p>	<p>Investment Objective & Strategy</p> <p>The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept.</p>
<p>Fund Investment Expense as of 02/17/2023</p> <p>Gross: 0.07% Net: 0.07%</p>	<p>Risk and Return Profile</p> <p>This investment option may be most appropriate for someone whose highest priority is principal security and is willing to accept lower potential return. The investor may be in or approaching retirement or may prefer to take less risk than other investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select and manage their own portfolios. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.</p>

BlackRock LifePath Index 2065 Non-Lend J	Investment Objective & Strategy The Fund seeks to provide for retirement outcomes consistent with investor preferences throughout the savings and draw down phase based on quantitatively measured risk that investors, on average, may be willing to accept.
Fund Investment Expense as of 02/17/2023 Gross: 0.07% Net: 0.07%	Risk and Return Profile This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor is comfortable with the ups and downs of the market and has a long investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds.

Investing involves risk, including possible loss of principal.

If you do not direct the investment of your account, your account will be invested in a Plan QDIA designated by the Plan Administrator or other Plan investment fiduciary.

Participant accounts are directed into a Plan QDIA designated by the Plan investment fiduciary based on information reflected in the Plan's records at the time of default, including but not limited to the normal retirement age specified in the Plan, a participant's date of birth and certain risk profiles, as applicable. You should contact the Plan Administrator or other responsible Plan fiduciary to make sure the indicative information for your account, including your date of birth, is accurately reflected in the Plan's records.

In the event your account information changes (e.g., the Plan is provided with an updated date of birth), the Plan fiduciary may direct the investment of your future contributions into a different Plan QDIA based on the updated information. Please note that your existing account balance will remain invested in the QDIA designated by the Plan fiduciary at the time of the initial default unless and until you provide investment direction for your account, or as instructed by the Plan fiduciary.

Should you have further questions regarding the Plan fiduciary's QDIA investment fund selection, please contact your Plan Administrator.

More detailed information about the investment funds may be available in the fund fact sheet, prospectus, and/or other applicable disclosure document, which you can get by logging onto the Plan web site. In addition, you can find out more about the Plan in other documents, including the Plan's Summary Plan Description (SPD) and any Summary of Material Modifications (SMM).

You can change how your Plan account is invested, among the Plan's offered investment funds, by either:

- logging onto the web site empower.com/BMO401k and following the online instructions, or
- by accessing your account using the automated phone system 1-844-SAV-401K.

To learn more about the Plan's investment funds and procedures for changing how your Plan account is invested you can call 1-844-SAV-401K or visit empower.com/BMO401k. Also, you can contact your Plan Administrator.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. For prospectuses related to investments in your self-directed brokerage account (SDBA), contact your SDBA provider. Read them carefully before investing.

If a money market fund is included in your plan's lineup, you could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect that the sponsor will provide financial support to the fund at any time.

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Unless otherwise noted, investments are not deposits, insured by the FDIC or any federal government agency, or bank guaranteed and may lose value.

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Safe Harbor Notice

150585-01 BMO 401(k) Savings Plan

empower.com/BMO401k

The BMO 401(k) Savings Plan (the "Plan") allows both the participants and BMO Financial Corporation (your "Employer") to make contributions to the Plan. In order to allow you to make an informed decision on the level of your own contributions, if any, and to meet certain Internal Revenue Code nondiscrimination requirements, your Employer must inform you of the type of contribution it will make to your Plan account. These contributions to your account are called "safe harbor" contributions. This notice describes changes to the Plan that are effective May 1, 2023, and will remain effective for the Plan Year ending December 31, 2023.

Paycheck Contributions

As explained more fully in the Summary Plan Description (SPD), you can contribute up to 75% of your eligible pay to your Plan on a before-tax or after-tax Roth basis. Your total paycheck contributions may not exceed the annual dollar limit set by the Internal Revenue Service (IRS).

If you are age 50 or older, you may be eligible to make before-tax or after-tax Roth "catch-up" contributions beyond the limits described above, up to the maximum annual "catch up" contribution amount.

Check your SPD for more information on the types and amounts of other paycheck contributions that can be made to your plan (if any), on the limits and the types of compensation included in eligible pay. If your Employer/Plan utilizes an Automatic Contribution Arrangement, you will receive a separate notice regarding these provisions from your Plan.

You may begin making paycheck contributions or change the amount of your paycheck contributions by accessing empower.com/BMO401k or calling 1-844-SAV-401K.

Safe Harbor Employer Contribution

To help you make an informed decision about your paycheck contributions, it is important to know about the safe harbor employer contributions your Employer will make to your account.

Your Employer will make the following safe harbor matching contribution: 100% up to 5% of Compensation. Your Employer's safe harbor matching contribution depends on the amount you contribute out of your eligible pay.

Your Employer may amend the plan during the year to reduce or suspend the safe harbor employer contributions. If your Employer chooses to do so, you will receive a notice explaining the reduction or suspension at least 30 days before the change is effective. Your Employer will make any safe harbor contributions you have earned up to that point.

Other Plan Contributions

In addition to the contributions described above, your Plan may allow for other contributions to be made. Check your SPD for other types of contributions allowed in the Plan, if any.

Vesting Provisions

Vesting means the portion of your accounts in the Plan that you are entitled to receive if you no longer are employed by your Employer. Your paycheck contributions to the Plan and the safe harbor contributions made by your Employer (together with any investment gain or loss) are always fully vested.

You will also be fully vested in your plan accounts if you leave employment after reaching the Plan's normal retirement age, if your employment ends due to a divestiture or, in certain circumstances, a reduction-in-force, upon becoming disabled, or as a result of death. If you leave your employment for any other reason, you will be entitled to receive only the vested portion of your Employer contribution accounts under the following schedule or schedules:

VESTING SCHEDULE		
Money Type	Years of Service	Vested Percentage
COMPANY CORE CONTRIBUTION	0 – 3	0%
	3 – 99	100%
BANK 401(K) MATCH ACCOUNT POST 2001	0 – 99	100%

Withdrawal Provisions

Even if you are vested in your Plan account, Plan provisions dictate when you may withdraw your funds. These Plan provisions may be important to you in deciding how much, if any, to contribute to the Plan.

In general, amounts accumulated in your Plan account are available after you leave employment with your Employer. Your beneficiary may withdraw any vested amount remaining in your Plan account after you die. You may also withdraw certain vested amounts from specified eligible money sources in your Plan account under the following circumstances (note that additional conditions may need to be satisfied):

- when you reach age 59½.
- Refer to the Plan's SPD for qualifying reasons and other requirements for hardship withdrawals.

There may be certain money sources that are available for withdrawal at any time. You can also borrow certain amounts from your vested Plan account.

There is generally a 10% early withdrawal penalty on taxable withdrawals taken before age 59½ unless another exception applies. You can also learn more about taxation and the early withdrawal penalty in the Internal Revenue Service (IRS) Publication 575, "Pension and Annuity Income" or by seeking guidance from a financial expert.

Check your SPD for more information on your Plan's withdrawal provisions.

Additional Information

If you have additional questions after reading this notice and the Summary Plan Description (or to obtain a copy of the SPD), please contact Empower at 1-844-SAV-401K.

If there is a conflict between contents of this Safe Harbor notice and the Plan Document, the terms of the Plan Document will govern.

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