

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 09/30/2023				Benchmark** as of 09/30/2023			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
Asset Allocation								
BlackRock LifePath Index 2025 Non-Lend J²	8.51%	3.34%	4.75%	3.57%	10.97%	4.02%	5.56%	4.30%
www.blackrock.com						S&P Target Date 2025 TR USD		

Investment Option	Average Annual Total Return [‡] as of 09/30/2023				Benchmark** as of 09/30/2023			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
BlackRock LifePath Index 2030 Non-Lend J² www.blackrock.com	11.09%	4.10%	5.48%	4.35%	12.96%	4.51%	6.14%	4.85%
					S&P Target Date 2030 TR USD			
BlackRock LifePath Index 2035 Non-Lend J² www.blackrock.com	13.52%	4.82%	5.96%	5.10%	15.18%	5.07%	6.72%	5.44%
					S&P Target Date 2035 TR USD			
BlackRock LifePath Index 2040 Non-Lend J² www.blackrock.com	15.93%	5.45%	6.76%	5.76%	17.06%	5.53%	7.15%	5.90%
					S&P Target Date 2040 TR USD			
BlackRock LifePath Index 2045 Non-Lend J² www.blackrock.com	18.11%	6.01%	7.23%	6.32%	18.32%	5.81%	7.41%	6.17%
					S&P Target Date 2045 TR USD			
BlackRock LifePath Index 2050 Non-Lend J² www.blackrock.com	19.44%	6.35%	7.50%	6.65%	18.84%	5.93%	7.60%	6.31%
					S&P Target Date 2050 TR USD			
BlackRock LifePath Index 2055 Non-Lend J² www.blackrock.com	19.88%	6.43%	7.58%	6.73%	18.97%	5.98%	7.68%	6.35%
					S&P Target Date 2055 TR USD			
BlackRock LifePath Index 2060 Non-Lend J² www.blackrock.com	19.89%	6.43%	N/A	6.72%	19.09%	6.00%	N/A	6.40%
					S&P Target Date 2060 TR USD			
BlackRock LifePath Index 2065 Non-Lend J² www.blackrock.com	19.90%	N/A	N/A	5.04%	19.09%	N/A	N/A	5.16%
					S&P Target Date 2060 TR USD			
BlackRock LifePath Index Ret Non-Lend J² www.blackrock.com	7.42%	2.92%	3.80%	3.04%	7.38%	2.59%	3.48%	2.73%
					S&P Target Date Retirement Income TR USD			
BlackRock 20/80 Target Allocation K² www.blackrock.com	4.35%	1.80%	3.31%	2.68%	7.15%	2.35%	3.25%	3.36%
					S&P Target Risk Conservative TR USD			
BlackRock 80/20 Target Allocation K² www.blackrock.com	16.55%	6.51%	7.63%	8.40%	12.91%	4.20%	5.58%	5.92%
					S&P Target Risk Growth TR USD			
BlackRock 40/60 Target Allocation K² www.blackrock.com	8.23%	3.76%	5.05%	4.90%	7.15%	2.35%	3.25%	3.36%
					S&P Target Risk Conservative TR USD			
BlackRock 60/40 Target Allocation K² www.blackrock.com	12.39%	5.07%	6.21%	6.59%	9.03%	2.98%	4.04%	4.23%
					S&P Target Risk Moderate TR USD			
International Funds								
BNYM Mellon NSL ACWI ex-US Fund Instl² www.bnymellon.com	20.56%	2.68%	N/A	5.02%	20.89%	3.24%	N/A	5.90%
					Morningstar Global Markets ex-US GR USD			
MFS International Equity R6^{1,2} www.mfs.com	23.50%	5.72%	5.60%	7.48%	25.65%	3.24%	3.82%	*
					MSCI EAFE NR USD			
T. Rowe Price Emerging Markets Eq Tr-B^{1,2} www.troweprice.com	7.07%	-1.28%	2.23%	-0.91%	13.54%	2.39%	3.31%	2.25%
					Morningstar Emerging Markets GR USD			
Small Cap Funds								
BNYM Mellon NSL Small Cap SIF Instl² www.mellon.com	8.91%	2.41%	6.55%	7.78%	14.22%	3.40%	7.06%	8.02%
					Morningstar US Small Cap TR USD			

Investment Option	Average Annual Total Return [‡] as of 09/30/2023				Benchmark** as of 09/30/2023			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
DFA US Small Cap I²	13.96%	4.78%	7.75%	9.85%	14.22%	3.40%	7.06%	*
www.dimensional.com					Morningstar US Small Cap TR USD			
Mid Cap Funds								
BNYM Mellon NSL Mid Cap SIF Instl²	15.43%	6.06%	8.85%	9.74%	12.79%	7.11%	9.61%	10.08%
www.pru.co.uk					Morningstar US Mid Cap TR USD			
Hartford MidCap HLS IA Fund²	11.04%	3.05%	8.44%	11.69%	14.62%	7.71%	9.71%	*
www.hartfordfunds.com					Morningstar US Mid Core TR USD			
Large Cap Funds								
BNYM Mellon NSL SIF Instl²	21.52%	9.90%	11.80%	12.82%	23.86%	10.35%	12.26%	12.68%
www.pru.co.uk					Morningstar US Large Cap TR USD			
JPMCB U.S. Analyst CF-A²	23.46%	11.65%	N/A	12.56%	23.86%	10.35%	N/A	11.32%
www.jpnam.com					Morningstar US Large Cap TR USD			
Balanced								
PIMCO All Asset Instl²	9.09%	4.11%	3.76%	6.18%	15.04%	5.00%	6.50%	*
www.pimco.com					Morningstar Moderately Aggressive Target			
Bond								
American Century High Income R6^{1,2}	11.03%	3.07%	4.31%	3.24%	10.19%	2.80%	4.16%	2.82%
www.americancentury.com					ICE BofA US High Yield TR USD			
BNYM Mellon NSL Aggregate BIF Instl²	0.58%	0.02%	0.97%	0.57%	0.66%	0.09%	1.08%	0.63%
www.bnymellon.com					Morningstar US Core Bond TR Hedged USD			
BNYM Mellon NSL TIPS Index Fund Instl²	1.21%	2.07%	N/A	1.42%	1.29%	1.96%	N/A	1.35%
www.bnymellon.com					Morningstar US Treasury Inflation-Protec			
TCW MetWest Total Return Bond C²	0.39%	0.17%	N/A	0.46%	1.61%	0.34%	N/A	0.77%
www.tcm.com					Bloomberg US Universal TR USD			
Stable Value								
Invesco Stable Value Trust CI B1	2.55%	N/A	N/A	1.96%	2.70%	N/A	N/A	-0.35%
www.invesco.com					USTREAS Treasury Bill Constant Maturity			
Putnam Stable Value Fund^{1,2}	3.07%	2.49%	2.16%	4.06%	4.55%	1.76%	1.14%	*
www.putnam.com/dcio/erisa					ICE BofA 3-Month US Treasury Note TR USD			
Stock								
BMO Company Stock^{1,2,3}	-0.64%	N/A	N/A	*				
Website not available.								

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 10/25/2023				
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	0.30%/0.27%	\$3.00 per \$1,000		
BlackRock 40/60 Target Allocation K	0.31%/0.25%	\$3.10 per \$1,000		
BlackRock 60/40 Target Allocation K	0.29%/0.26%	\$2.90 per \$1,000		

Investment Option	Gross/Net Total Annual Operating Expenses As a %~	Gross Per \$1000	Transfer Rule	Shareholder Type Fees^
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	
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	0.72%/0.72%	\$7.20 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	1.51%/1.40%	\$15.05 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		
Putnam Stable Value Fund	0.36%/0.36%	\$3.60 per \$1,000	4,6,7	
Stock				
BMO Company Stock			5,6,8	

Rule #1 - Fund company restriction: A transfer of \$25000 or more into this fund will not be permitted if a prior transfer of \$25000 or more 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 - Transfers into a competing fund might be restricted due to Equity Wash restriction for 90 days after the last transfer out of this fund. Please contact your plan sponsor if you have any questions.

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

Rule #6 - Dollar Cost Average and/or transfers into this fund may be prohibited. Please contact your plan sponsor if you have any questions.

Rule #7 - This fund is not allowed as part of a transfer into a rebalancer. Please contact your plan sponsor if you have any questions.

Rule #8 - Balances in this fund or the associated employer stock fund(s) cannot exceed 25% of your Account 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 10/25/2023				
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 10/25/2023			
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

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