

**Proportion of female employees¹ at Commerzbank AG (Germany)
by management level**

%	2017	2018	2019
Proportion of women in overall workforce	51.8	51.4	51.8
Proportion of women at management levels 1-4 in total	28.6	28.0	29.6
Mgmt. Level 4 – team head	34.9	34.4	40.1
Mgmt. Level 3 – head of department	27.4	25.9	25.9
Mgmt. Level 2 – divisional head	16.3	17.2	16.6
Mgmt. Level 1 – divisional board member	14.3	14.3	17.1

¹ Excluding trainees.