

Salary structure at Commerzbank AG (Germany); gender breakdown within the pay-scale categories covered by collective bargaining agreements

number of employees	2017		2018		2019	
	women	men	women	men	women	men
> Scale 1-3	11	6	13	7	10	6
> Scale 4-6	2,772	747	2,508	699	2,178	632
> Scale 7-9	7,036	2,952	6,767	2,850	6,521	2,722
> Outside scale	5,692	10,835	5,911	10,945	5,912	10,460
Apprentices	308	393	277	414	327	465
Hourly, monthly and other wages	52	72	71	104	71	111