

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

%	2016	2017	2018
Proportion of women in overall workforce	52.4	51.8	51.4
Proportion of women at management levels 1-4 in total	28.5	28.6	28.0
Mgmt. Level 4 – team head	34.0	34.9	34.4
Mgmt. Level 3 – head of department	27.8	27.4	25.9
Mgmt. Level 2 – divisional head	14.9	16.3	17.2
Mgmt. Level 1 – divisional board member	15.2	14.3	14.3

¹ Excluding trainees.