

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

%	2018	2019	2020
Proportion of women in overall workforce	51.4	51.8	51.7
Proportion of women at management levels 1-4 in total	28.0	29.6	30.4
Mgmt. Level 4 – team head	34.4	40.1	40.5
Mgmt. Level 3 – head of department	25.9	25.9	27.2
Mgmt. Level 2 – divisional head	17.2	16.6	18.5
Mgmt. Level 1 – divisional board member	14.3	17.1	17.5

¹ Excluding trainees.