

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

number of employees	2018		2019		2020	
	women	men	women	men	women	men
> Scale 1-3	13	7	10	6	30	9
> Scale 4-6	2,508	699	2,178	632	2,237	707
> Scale 7-9	6,767	2,850	6,521	2,722	6,349	2,845
> Outside scale	5,911	10,945	5,912	10,460	5,927	10,336
Apprentices	277	414	327	465	367	571
Hourly, monthly and other wages	71	104	71	111	104	119