

LIVING DIVERSITY

Diversity & Inclusion at Commerzbank



Our vision: Living Diversity - 365 days a year!

We live diversity every day! Our diversity strategy is based on trust & appreciation. The focus is on people with their different perspectives & talents. We are committed to a corporate culture that includes everyone & in which everybody can be themselves. **Since 2007, we have been a member & signatory of the Charter of Diversity. Together with more than 5.000 companies & institutions we are part of a positive movement for diversity & democracy in the German economy.**

Selected products & measures

- Counseling & placement of eldercare
- Day care for elderly family members depending on care
- Regular childcare provided at daycare centers and Kindergarten throughout Germany
- Holiday care and care in exceptional cases for children throughout Germany
- Guarantee for returnees from parental leave
- Events & Awareness-Sessions for different target groups, such as Eldercare Competence Trainings, etc..

Fields of activities

Diversity & Inclusion are part of our corporate and sustainability strategy. We engage ourselves versatile: equal opportunities & gender diversity, diversity between generations, inclusion of people with disabilities, intercultural diversity, religion, faith, ideology, sexual orientation & identity, compatibility of private life and career.

Structure



Women in the Bank

Proportion of gender

Date 12/2023	Group	AG Germany
Women	52,5 %	50,7 %
Men	47,5 %	49,3 %

Source: Commerzbank Group/AG Germany, GM-HR P&S Monitoring

Development of Women in Project Career track & Professional career track

Date 12/2023	Group	AG Germany
Project Career Track	36,8 %	36,9 %
Professional career track	33,5 %	34,2 %

Source: Commerzbank Group/AG Germany, Permanent Staff + Absences + Junior-Staff, ComMap-Levels 3-5; GM-HR P&S Monitoring

Proportion of Women amongst Junior-Staff Members

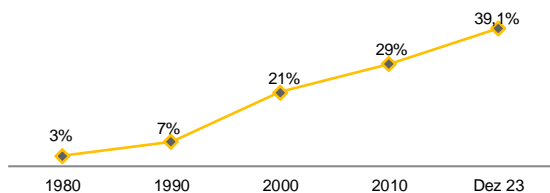
Date 12/2023	AG Germany
Apprentices*	36,5 %
Academic Junior Staff**	34,9 %
Graduates	40,4 %

*Apprentices + Students Vocational Training

**Studycircle, Interns, Students of Frankfurt School of Finance and Management

Source: Commerzbank AG Germany, GM-HR P&S Monitoring

Development of Women with Non-Tariff Payment (AG-Germany)



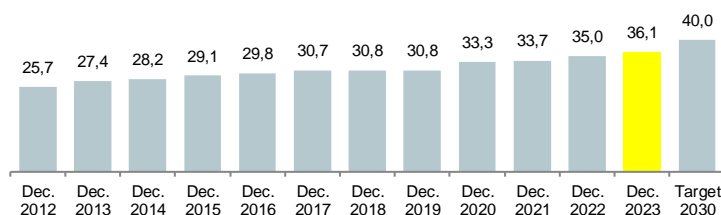
Source: Commerzbank AG Germany, Permanent Staff + Absences + Junior Staff; GM-HR P&S Monitoring

Development of Women in Management Positions

Date 12/2023	Group	AG Germany
Management Level 1	18,2 %	19,5 %
Management Level 2	21,7 %	22,9 %
Management Level 3	28,7 %	29,2 %
Management Level 4	47,3 %	45,2 %
Management Levels 1-4	36,1 %	33,0 %
Executive Board	28,6 %	
Supervisory Board	50 %	

Source: Commerzbank Group/AG Germany, Permanent Staff + Absences; GM-HR Monitoring

Development of Women in Management Positions (in %)



Source: Real Value Commerzbank Group, Permanent Staff + Absences; GM-HR Monitoring



Compatibility of Family & Work

Childcare

- Childcare – **210** places for entire Germany
- Childcare in exceptional cases & vocational childcare at **18** locations across Germany, **1.684** usages in 2023
- Virtual childcare - **341** usages in 2023
- **978** Employees on parental leave (in 2023): amongst them **212 Fathers** und **766 Mothers**
- Part-time quota: **28,3 %**, amongst them **85,3 % Women** & **14,7 % Men**

Source: Commerzbank AG Germany, permanent staff & junior-Staff members & absences, GM-HR P&S Monitoring ,

Eldercare

- Eldercare-Counseling by pme Familienservice – 2023 with **162** usages
- Virtual Workshops regarding eldercare, such as: How to finance care, Preventive Powers of Attorney, Various Formats on the topic of Dementia and much more

Intercultural Diversity

- **1.263** non-german employees from **102** different nationalities are employed at Commerzbank AG in Germany
- Globally, our Commerzbank Group employs people from **127** different nationalities
- Our biggest international locations are: **Warsaw (m-Bank/CERI)**, **Prague**, **Lódz**, **Sofia**, **London**, **Malaysia (CTS)**, **Singapore** & **New York**

Sexual orientation & identity

- **2001** Equality of the registered partner in terms of employee conditions
- **2002** Launch of employee network „ARCO“
- **2010** First Coming out-Workshop „We are what we are“
- **2010** „Max-Spohr-Award“ / Völklinger Kreis
- **since 2013** Founding Member PrOut@Work-Foundation
- **Individual guidance** on queer topics
- **In- & external Initiatives** such as ARCO „Ladies Lunches“, ARCO Executives Ally-Program & the usual Out at Office-Articels to develop a mutual understanding & to reduce fear of contact. **Commerzbank has a clear attitude** with the message „**Welcome, as you are**“

Employees with disabilities

- Average number of employees with disabilities and equal employees in 2023: approx. **1.546** (Commerzbank AG)
- Since **2014** Commerzbank AG Germany fulfills the statutory mandatoy quota according to SGB IX - in 2023 with a quota of **5,94 %**
- **2017** Participation „UnternehmensForum Inklusion“ (Employer Initiative for exchanging experiences and Ideas)
- **2018** Publishing Actionplan for inclusion „Together different.“ as first bank in Germany
- **2023** Publishing Aktionsplan Inklusion 2.0 „Sustainably inclusive.“ to reduce further barriers, to change the framework conditions for people with disabilities, to improve access to the labor market and to make products barrier-free

Employee networks

More than **1.500** employees engage themselves in different employee networks

- „**COURAGE**“ (since 1998): Female Network
- „**ARCO**“ (since 2002): Pride Network
- „**Fokus Väter**“ (since 2004): Network for compatibility of Fatherhood & Work
- „**Cross Culture**“ (since 2013): Intercultural Network
- „**Pflege**“ (since 2013): Network for employees with family members depending on care
- „**ICHTHYS**“ (since 2017): Christian Network
- „**IDEAL**“ (since 2018): Network for employees with and without disabilities

Our Top Management, Boards & Executives are partly directly involved as Sponsors of the networks.

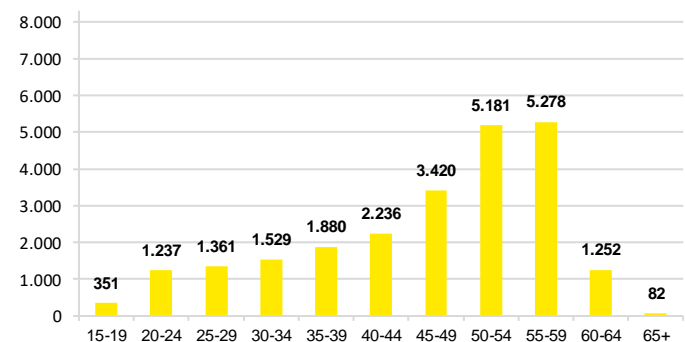
Generations

- The average age ratio at Commerzbank is **46,1 years***
- **23 %** of staff belong to the age group between **40-49 years**
- The apprenticeship ratio of the Bank (for the entire year 2023) is **4,2 %****

* Source: Commerzbank AG Germany, permanent staff & junior-staff members+absences

** Source: Commerzbank AG Germany, Definition: (Apprentices + SdS + permanent staff)

Age Pattern



Source: Commerzbank AG Germany, permanent staff & junior-staff members, GM-HR P&S Monitoring

Forum Diversity

- Since **2005**, we have been offering personal and digital Awareness Formats on all our diversity topics in Forum Diversity. Our goal is to replace assumptions with knowledge. This allows topics to be better understood and barriers and fears to be reduced more quickly
- The topic range are: Building up intercultural knowhow, educating about queer topics, racism & discrimination, supporting parents in matters of education, competence trainings in the topic of care and much more
- In **2023** around **50** events took place nationwide with the involvement of our Rolemodels, Top Management, Boards & Executives

Whilst most of the information contained in this Factsheet relates to activities in Germany, please note that our group diversity vision is also replicated in our international locations. For more information on this please contact the local Regional Diversity Council or diversity@commerzbank.com