

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

%	2012	2013	2014
Proportion of women in overall workforce	50.8	51.1	51.2
Proportion of women at management levels 1 – 4 in total	24.0	26.1	27.2
Management level 4	28.9	31.3	32.2
Management level 3	16.9	18.4	19.7
Management level 2	11.9	13.7	14.6
Management level 1	4.7	5.3	8.6