

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

%	2015	2016	2017
Proportion of women in overall workforce ¹	51.3	52.4	51.8
Proportion of women at management levels 1-4 in total	28.2	28.5	28.6
Management level 4	33.1	34.0	34.9
Management level 3	21.1	27.8	27.4
Management level 2	15.3	14.9	16.3
Management level 1	18.4	15.2	14.3

¹ Excluding trainees.