

# LIVING DIVERSITY

## Diversity Management at Commerzbank



Our self-conception: 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. Together, 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** & thus part of a positive movement of the German economy.

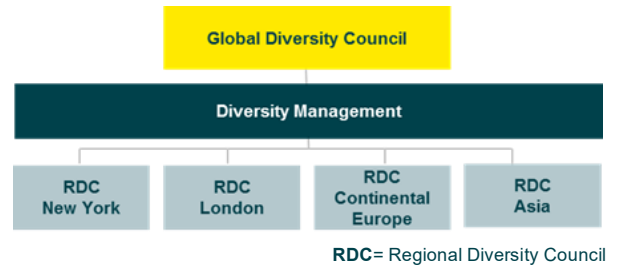
### Selected products & measures

- Counseling & placement of eldercare
- Day care for elderly family members depending on care
- Regular child care 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
- Guidance of employee networks
- Events for different target groups
- Diversity Portal provided on Internet for employees and Pensioners

### Fields of activities

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 12/2022	Group	AG Germany
Women	52,4 %	50,7 %
Men	47,6 %	49,3 %

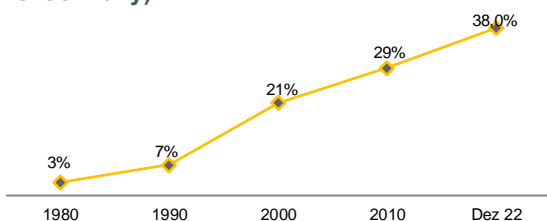
Source: Commerzbank Group/AG Germany, GM-HR P&S Monitoring

#### Proportion of Women amongst Junior-Staff members

Date 12/2022	AG Germany
Apprentices*	36,6 %
Academic Junior Staff**	36,4 %
Graduates	39,9 %

\*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 Project career track & Professional career track

Date 12/2022	Group	AG Germany
Project Career Track	35,1 %	35,8 %
Professional Career Track	32,2 %	32,5 %

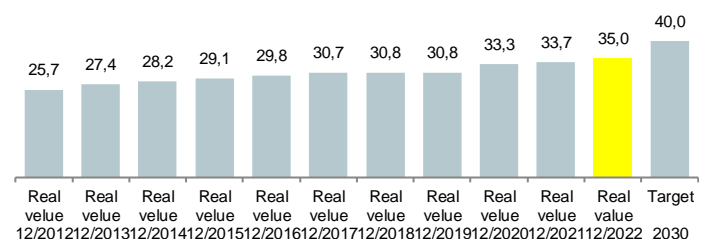
Source: Commerzbank Group/AG Germany, Permanent Staff + Absences + Junior-Staff, ComMap-Levels 3-5; GM-HR P&S Monitoring

### Development of Women in Management Positions

Date 12/2022	Group	AG Germany
Management Level 1	14,6 %	14,4 %
Management Level 2	20,9 %	22,8 %
Management Level 3	27,7 %	28,4 %
Management Level 4	46,6 %	43,7 %
<b>Management Levels 1-4</b>	<b>35 %</b>	<b>31,8 %</b>
<b>Executive Board</b>	<b>28,6 %</b>	
<b>Supervisory Board</b>	<b>45 %</b>	

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

### Development of Women in Management Positions (in %)



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



## Development Work-Life Balance

### Childcare

- Childcare: approx. **210 places** for entire Germany
- Childcare in exceptional cases & vocational childcare at **21** locations across Germany - **1.440** usages for the entire year 2022
- Virtual childcare - **2.544** usages for the entire year 2022
- Employees on parental leave (for the entire year 2022): **1.145**, amongst them 253 fathers & 892 mothers
- Part-time quota: **28,9 %**, amongst them 86,2 % Women & 13,8 % Men

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

### Eldercare

- Eldercare-Counseling by pme Familienservice: **163** usages for the entire year 2022
- Virtual Workshops regarding eldercare

### Intercultural Diversity

- **1.139** non-german employees from **93** different nationalities are employed at **Commerzbank AG in Germany**
- Globally, **our Commerzbank Group** employs people from **122** different nationalities
- We are represented in almost **40 countries worldwide**. Our biggest international locations are: **Warsaw (m-Bank), Łódź, Prague, London, Sofia, Singapore, Kuala Lumpur**

### Sexual orientation & identity

- **2001** Equality of the registered partner
- **2002** Launch of employee network „ARCO“
- **2010** First 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“ which make women more visible in Pride-Networks. The ARCO Executive Ally-Program & the usual Out at Office-Articles develop a mutual understanding & reduce fear of contact. Commerzbank has a **clear attitude with our message „Welcome, as you are“**.

### Employees with disabilities

- Average number of employees with disabilities and equal employees: approx. **1.751** (Commerzbank AG Germany)
- Since **2014** Commerzbank AG Germany fulfills the statutory mandatory quota according to SGB IX, in 2022 with a quota of **6,27 %**
- **2017** Participation „UnternehmensForum Inklusion“ (Employer Initiative for exchanging experiences and Ideas)
- **2018** Publishing of the „Actionplan for inclusion“ as first bank in Germany

## Employee networks

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

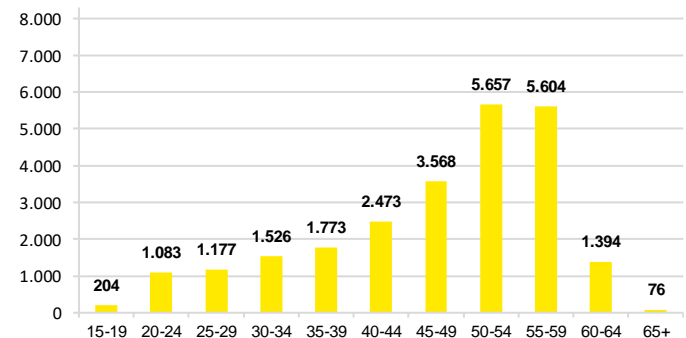
- „**Courage**“ (since 1998): Female Network
- „**Arco**“ (since 2002): Pride Network
- „**Fokus Väter**“ (since 2004): Network for compatibility of Fatherhood & Work
- „**Cross Culture**“ (since 2013): Intercultural Network
- „**Pflege**“ (since 2013): Network for employees with family members depending on care
- „**Ichthys**“ (since 2017): Christian Network
- „**Ideal**“ (since 2018): Network for employees with disabilities

## Generations

- The average age ratio at Commerzbank is **46,9 years\***
- **25%** of staff belong to the age group between 40 and 49 years
- The apprenticeship ratio of the Bank (for the entire year 2022) is **3,5 %\*\***

\* 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 offer educational formats to develop intercultural know-how, information about the queer topic, gender diversity skills, support for parents, develop competencies about the topic of eldercare etc. Comnet: [Personal / Diversity / Veranstaltungen im Forum Diversity](#)
- In **2022** we offered **around 50 (partly virtual) Events** covering all Diversity topics with the involvement of the Board of Management, Executives & Rolemodels with more than **7.000 participants** throughout entire Germany

## Diversity Portal

- Since **2010** Diversity Portal on the Internet with latest information about Commerzbank, job portal & much more
- Approx. **10.000** registered users
- Registration link: <https://www.diversity.commerzbank.de>