

The bank needs employees who energetically take part in the success of the bank and intend to become actively involved in structuring our future as an internationally oriented real estate specialist. In return, we offer employer-financed benefits and an extensive range of additionally selectable components to our employees in Germany.

### **We pursue the following philosophy in the selection of products and services:**

#### **We offer contemporary services**

I.e., we intend to offer products and services that are perceived as being interesting and helpful, e.g. old-age pension.

#### **We offer intelligent products**

I.e. we support our employees in structuring remuneration components as well as possible, e.g. through volume discounts from group contracts.

#### **We offer options**

I.e., in addition to employer-financed benefits, we present our employees with a choice of optional benefits, from which you can select those that fit to your individual situation.

### **An overview of the products and services of Aareal Bank:**

#### **Balancing professional and private life better**

- . Flexible working hours: Flexitime without a core period, working hours from 6:00 a.m. to 8:00 p.m., monthly and annual accounts to balance work peaks, compensation days
- . Long-term accounts for sabbaticals and "flexitime in retirement"
- . Alternate telecommuting in special familial circumstances

#### **Providing for old-age**

- . Employer-financed company pension plan
- . Private provision through salary conversion from gross remuneration

#### **Securing what is necessary**

- . Employer-financed accident insurance
- . Employer-financed foreign travel health insurance for business trips and stays abroad for business reasons .
- . Occupational disability insurance at special rates

#### **Being mobile**

- . Company car, e.g. for business development staff
- . Allowance for the annual Rhein-Main-Verkehrsverbund ticket\*
- . Reduced-price parking space near the bank\*

#### **Profit even more**

- . Contributions to capital formation
- . Canteen food allowance respectively luncheon vouchers in branches

#### **Developing yourself further, personally and professionally**

- . Extensive range of internal and external seminars
- . Part-time advanced training
- . Language training
- . Individual development planning
- . Trainee programme as an entry option for university graduates

\* applies only to the headquarters in Wiesbaden