

THE AAREAL BANK TRAINEE CONCEPT

[Or: Reaping the fruits of your labour]

Trainee



Aareal Bank

MIGHTY OAKS... MIGHTY OAKS FROM TINY ACORNS GROW

[Good start, clear objectives]



If you wish to carry this thought over to your career, then you have come to the right place. We put this principle into practice every day; in doing so, we have established ourselves one of the major international property specialists.

With the **Trainee Program of the Aareal Academy**, we offer you excellent prospects from the very first day onwards. Your twelve-month course, which will take you through interesting and relevant areas of work, will not follow any rigid rules or stipulations. On the contrary, it will develop with you just as you will also develop as an individual. After all, we already see your interests and skills as being the optimal prerequisites for long-term success.

On the following pages, you will learn what strengths we expect from you and what we can do to ensure that you will do great things.

WE'LL DO OUR BEST FOR YOUR SUCCESS

[Successfully giving and taking]



What we expect from you, you can naturally expect from us too, namely above-average performance, initiative, a strong personality and the willingness to constantly develop. Moreover, we have all of the **know-how and the skills of a global player** to offer you.

Taking your qualifications as our starting point, we will jointly develop a plan concerning which direction you wish to head in and in which fields you will be able to most benefit from us. After all, we have more than enough opportunities available, both in our core business, Structured Finance, and through our intensive collaboration with the institutional housing industry.

What all these areas have in common is that they complement each other to form the perfect combination of future-oriented lines of business and they open up a wide spectrum for you. This is surely the best way for you to achieve success.

NATIONAL, INTERNATIONAL, OPTIMAL

[Quality is always welcome everywhere]



Those who want to prove their mettle in our field, not only today but also in the future, must be able to hold their own, particularly in an international setting. With the corresponding background – personally and linguistically – you therefore have the best opportunities with us. Currently, we guide and support property financing deals in 25 countries. The focal points lie on Western Europe and North America. Eastern Europe and Asia are strong growth markets as well.

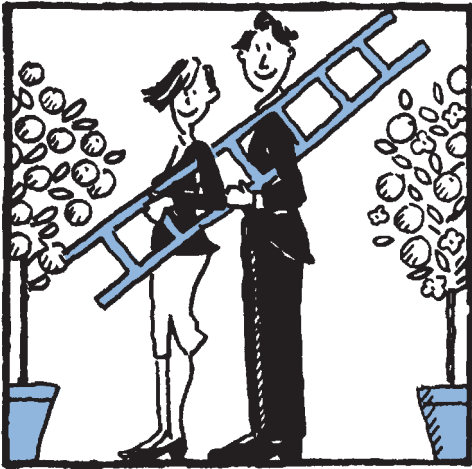
Our international activities naturally also have an impact on your trainee program, e.g., through your work in one of our country sections. Moreover, you will be able to gather some practical experience in our branch offices and attend the lectures which **well-known ebs and Cambridge University professors** hold exclusively for the members of the Aareal Academy.

After all, we would like to give you the optimal preparation for what you are going to be dealing with nationally and internationally.

YOU DECIDE WHAT YOU DO

YOU DECIDE WHAT YOU DO – ON EVERY LEVEL

[Aim high, and proceed as fast as you want]



Naturally, you can not simply do as you please here, but we want to leave you as much scope for development as possible. After you, you know yourself best and if you are so good that we want to have you on our team, that means that you have already adequately demonstrated you are capable of making the right decisions by yourself.

This is why you, as an Aareal Academy attendee, will also steer your learning process yourself and **make decisions on your own responsibility** with regard to which events and seminars you wish to attend. The only condition is: When it matters, you have to be familiar with the content imparted to you concerning our core business.

This is precisely what we expect of you if you wish to achieve the next level.

AFTER TWELVE MONTHS, YOU WILL REAP THE BENEFITS

[Results that speak for themselves]



A year passes by more quickly than you might think. And this is all the more true, if you are spending the year in an interesting environment.

So that you know how your career is going to develop after this year, we will give you **clear prospects from the beginning**. You can selectively reinforce your know-how and linguistic skills and optimally prepare for the coming challenges.

Our experience shows that the graduates of Aareal Academy not only like to continue with us but with precisely the success that we believed you could do from the beginning on.

Therefore, if you are ready and willing to assume responsibility, to rise above your current capabilities, and to fully realize your potential in twelve months, then all doors are open to you at Aareal Bank.

LET'S TALK

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