

## Employee Key Indicators (year-on-year)

(Limited Assurance Review performed for 2016 and 2018, calculation for 2017 analogous)

### Employee structure

	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group
Employees in Germany	1,962	2,014	2,009
Employees in Europe excl. Germany	745	745	678
Employees in Asia/Pacific and North America	41	41	41
Number of employees worldwide	2,748	2,800	2,728
of which: outside Germany	786	786	719
of which: women	1,035	1,046	1,053
Staff turnover rate	5.8%	3.9%	3.9%
Part-time ratio	21.1%	19.4%	18.4%
Full-time employees (total)	2,168	2,256	2,225
Female part-time employees (total)	399	386	383
Female part-time employees (ratio)	68.8%	71.0%	76.1%
Male part-time employees (total)	181	158	120
Male part-time employees (ratio)	31.2%	29.0%	23.9%

### Age distribution

	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group
in %			
< 30 years	11	9	8
30 < 40 years	19	19	20
40 < 50 years	32	34	36
=/ > 50 years	39	38	36

### Participant days of Continuing Professional Development (CPD)

	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group
Total days	7,290	9,855	9,416
Average participant days per employee	2.8	3.9	3.5

### Participant hours of CPD

	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group
Total hours	58,320	78,841	75,353
of which: women (in hours)	20,786	28,654	27,013
Average hours of training per female employee	21.4	29.7	25.8
of which: men (in hours)	37,533	50,187	48,314
Average hours of training per male employee	23.1	31.3	28.9

### CPD hours per employee, by employee category

	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group
Senior executives	17	17	15
Management staff	24	38	38
Specialist staff	22	30	27

### Education

	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group
Trainees (total)	10	13	15
of which: women	5	5	6
Apprentices (total)	58	56	45
of which: women	20	23	18

### Proportion of women

	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group
in %			
In executive positions	25.2	21.5	21.4
Total	37.7	37.4	38.6

## Occupational safety figures

	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group
Workplace accidents/commuting accidents	14	25	19
Accident rate	0.5%	0.9%	0.9%

## New employee hires

	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group
Total rate of new hires	11.0 %	8.4 %	8.6 %
Total number of new hires	303	233	240
<b>By gender</b>			
Women	122	85	85
Men	181	155	155
<b>By age</b>			
< 30 years	116	96	89
30 < 40 years	102	71	76
40 < 50 years	56	40	52
=/> 50 years	29	26	23
<b>By regions</b>			
Germany	190	143	151
Europe (incl. Germany)	299	233	235
North America	3	0	3
Asia/Pacific	1	0	2