

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

(Limited Assurance Review for 2019 and 2018, calculation for 2017 analogous)

### Employee structure

	31 Dec 2019 Aareal Bank Group	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group
Employees in Germany	1,964	1,962	2,014
Employees in Europe excl. Germany	784	745	745
Employees in North America and Asia/Pacific	40	41	41
Number of employees worldwide	2,788	2,748	2,800
of which: outside Germany	824	786	786
of which: women	1,027	1,035	1,046
Employee-initiated staff turnover rate	4.6 %	5.8 %	3.9 %
Employees' average length of service (in years)	11.3	12.7	*
Full-time employees (total)	2,232	2,168	2,256
Employees covered by collective bargaining agreements	85.5 %	82.9 %	84.0 %
Part-time ratio	19.9 %	21.1 %	19.4 %
Female part-time employees (total)	377	399	386
Female part-time employees (ratio)	67.8 %	68.8 %	71.0 %
Male part-time employees (total)	179	181	158
Male part-time employees (ratio)	32.2 %	31.2 %	29.0 %

\* Key figure has not yet been collected Group-wide.

### Age distribution

	31 Dec 2019 Aareal Bank Group	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group
< 30 years	12 %	11 %	9 %
30 < 40 years	19 %	19 %	19 %
40 < 50 years	29 %	32 %	34 %
=/> 50 years	40 %	39 %	38 %
Average age of employees (in years)	44.7	44.9	*

\* Key figure has not yet been collected Group-wide.

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

	31 Dec 2019 Aareal Bank Group	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group
Total days	7,284	7,290	9,855
Average participant days per employee	2.7	2.8	3.9

## Participant hours of CPD

	31 Dec 2019 Aareal Bank Group	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group
Total hours	58,272	58,320	78,841
of which: women (in hours)	21,427	20,786	28,654
Average hours of training per female employee	22.2	21.4	29.7
of which: men (in hours)	36,845	37,533	50,187
Average hours of training per male employee	22.0	23.1	31.3

## CPD hours per employee, by employee category

	31 Dec 2019 Aareal Bank Group	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group
Senior executives	15	17	17
Management staff	37	24	38
Specialist staff	21	22	30

## Education

	31 Dec 2019 Aareal Bank Group	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group
Trainees (total)	1	10	13
of which: women	0	5	5
Apprentices (total)	53	58	56
of which: women	20	20	23

## Proportion of women

	31 Dec 2019 Aareal Bank Group	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group
In executive positions	23.8%	25.2%	21.5%
Total	36.8%	37.7%	37.4%

## Occupational safety figures

	31 Dec 2019 Aareal Bank Group	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group
Workplace accidents/commuting accidents	30	14	25
Accident rate	1.1%	0.5%	0.9%

## New employee hires

	31 Dec 2019 Aareal Bank Group	31 Dec 2018 Aareal Bank Group	31 Dec 2017 Aareal Bank Group
Total rate of new hires	13.9%	11.0%	8.4%
Total number of new hires	387	303	233
<b>By gender</b>			
Women	150	122	85
Men	237	181	155
<b>By age</b>			
< 30 years	169	116	96
30 < 40 years	113	102	71
40 < 50 years	63	56	40
=/> 50 years	42	29	26
<b>By regions</b>			
Germany	242	190	143
Europe incl. Germany	387	299	233
North America	0	3	0
Asia/Pacific	0	1	0