

Employee Key Indicators (year-on-year comparison 2019 - 2021)¹⁾

The employee key indicators were subject to limited assurance as part of the [non-financial reporting](#) in 2019, 2020 and 2021.

Employee structure

	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group
Employees in Germany	1,964	2,105	2,170
Employees in Europe excl. Germany	784	835	957
Employees in Asia and North America	40	42	43
Number of employees worldwide	2,788	2,982	3,170
of which: outside Germany	824	877	1,000
of which: women	1,027	1,122	1,161
Employee-initiated staff turnover rate	4.6 %	4.5 %	5.6 %
Employees' average length of service (in years)	11.3	10.8	10.9
Full-time employees (total)	2,232	2,398	2,580
Employees covered by collective bargaining agreements	85.5 %	83.9 %	80.6 %
Part-time ratio	19.9 %	19.6 %	18.6 %
Female part-time employees (total)	377	398	408
Female part-time employees (ratio)	67.8 %	68.2 %	69.2 %
Male part-time employees (total)	179	186	182
Male part-time employees (ratio)	32.2 %	31.8 %	30.8 %

Age distribution

	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group
< 30 years	12 %	13 %	14 %
30 < 40 years	19 %	21 %	21 %
40 < 50 years	29 %	28 %	27 %
=/> 50 years	40 %	38 %	38 %
Average age of employees (in years)	44,7	44,2	44,2

Participant days of Continuing Professional Development (CPD)

	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group
Total days	7,284	5,652	6,436
Average participant days per employee	2.7	2.0	2.0

¹⁾ Data from previous years can be accessed via the [archive](#).

Participant hours of CPD

	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group
Total hours	58,272	45,218	51,486
of which: women (in hours)	21,427	14,184	15,933
Average hours of training per female employee	22.2	13.7	13.7
of which: men (in hours)	36,845	31,034	35,553
Average hours of training per male employee	22.0	17.7	17.7

CPD hours per employee, by employee category

	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group
Senior executives	15	28	8
Management staff	37	29	28
Specialist staff	21	14	16

Education

	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group
Trainees (total)	1	21	11
of which: women	0	4	2
Apprentices (total)	53	58	57
of which: women	20	19	17

Proportion of women

	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group
In executive positions	23.8%	24.6%	24.3%
Total	36.8%	37.6%	36.6%

Occupational safety figures

	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group
Workplace accidents/commuting accidents	30	22	10
Accident rate	1.1%	0.8%	0.3%

New employee hires

	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group
Total rate of new hires	13.9%	14.8%	11.9%
Total number of new hires	387	412	376
By gender			
Women	150	157	118
Men	237	255	258
By age			
< 30 years	169	151	156
30 < 40 years	113	98	112
40 < 50 years	63	112	72
=/> 50 years	42	51	36
By regions			
Germany	242	256	218
Europe incl. Germany	387	410	372
North America	0	1	3
Asia/Pacific	0	1	1