ESG KPI Fact Sheet 2024

Our most important ESG KPIs for the financial year 2024 at a glance

Carbon footprint

Resource use

Employee indicators

To enhance transparency, Aareal Bank publishes annual fact sheets containing the most important KPIs for emissions, the environment and employees.

You can view the KPI fact sheets for previous years in our archive.

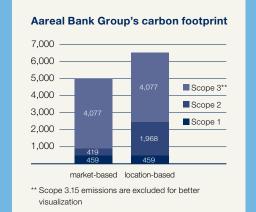




1,225,685
1,000
1.968
419
459

The Bank's carbon footprint and energy and resource consumption are calculated using the VfU-Kennzahlen-Tool

* The figure for Scope 3 emissions comprises Scopes 3.1, 3.3, 3.5, 3.6, 3.7 and, in 3.15, the Treasury liquidity and CREF portfolios, among other things.



The Bank uses the "avoid, reduce, offset" approach to continuously reduce its carbon footprint and take responsibility for the emissions generated in its own operations.

14,734 m³

Total water consumption

16.55 t
Total paper consumption

171 t

Total waste generated, of which 2.02t (2 %) hazardous*** and 110.63t (98 %) non-hazardous waste at the main location in Wiesbaden

*** e-waste and hazardous insulating material

Main energy KPIs in MWh

Total energy consumption	5,505
Renewable energy consumption	3,845
Fossil fuel consumption	1,622

The Bank's main location in Wiesbaden uses 100 % green electricity.

Employee indicators****

1,125 employees, 466 of whom are women

58 employees in Europe excluding Germany, 52 in Asia and North America

91.6% of employees are covered by collective agreements (not including casual workers, interns and vocational trainees)

145 women and **39** men in part-time positions

Annual average of 2.67 days training for women and 2.84 days training for men

Six management trainees (two women, four men)

Nine vocational trainees (two women, seven men)

**** The carbon footprint and resource use data apply to Aareal Bank Group as a whole, while the employee indicators relate solely to Aareal Bank, ACC and ABAL. Changes compared to previous years are due to the sale of Aareon and the modified scope of the examination.

41% 22% women

women in management positions





Employees from more than **40** nations

11.7 years
average length of service

8.6%

staff turnover rate



