

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](#).



Global carbon emissions for the Bank's own locations and subsidiaries in tCO₂

Scope 1	459
Scope 2 market-based	419
Scope 2 location-based	1,968
Scope 3*	1,225,685
Total (market-based)	1,226,563

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.

Aareal Bank Group's carbon footprint



** Scope 3.15 emissions are excluded for better visualization

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 2.02 t (2 %) hazardous***
and 110.63 t (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 %

women

22 %

women in management positions



Employees from more than **40** nations

11.7 years
average length of service



8.6 %
staff turnover rate



Aareal