

Employee Key Indicators (year-on-year)

Employee structure

	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group	31 Dec 2014 Aareal Bank Group
Employees in Germany	2,009	2,153	1,910
Employees in Europe excl. Germany	678	667	602
Employees in Asia and North America	41	41	36
Number of employees worldwide	2,728	2,861	2,548
of which: outside Germany	719	708	638
of which: women	1,053	1,119	982
Staff turnover rate	3.9 %	2.8 %	3.6 %
Part-time ratio	18.4 %	18.0 %	17.3 %
Full-time employees (total)	2,225	2,347	2,107
Female part-time employees (total)	383	402	352
Female part-time employees (ratio)	76.1 %	78.2 %	79.8 %
Male part-time employees (total)	120	112	89
Male part-time employees (ratio)	23.9 %	21.8 %	20.2 %

Age distribution

	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group	31 Dec 2014 Aareal Bank Group
in %			
< 30 years	8	7	7
30 < 40 years	20	20	22
40 < 50 years	36	38	39
=/ > 50 years	36	35	32

CPD hours

	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group	31 Dec 2014 Aareal Bank Group
Total hours	75,327	73,279	
of which: women (in hours)	27,013	24,596	
Average hours of training per female employee	25.8	22.1	
of which: men (in hours)	48,314	48,683	
Average hours of training per male employee	28.9	28.1	

CPD hours per employee, by employee category ✓

	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group	31 Dec 2014 Aareal Bank Group
Senior executives	15	21	26
Management staff	38	35	39
Specialist staff	27	27	25

Education ✓

	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group	31 Dec 2014 Aareal Bank Group
Trainees (total)	15	9	13
of which: women	6	0	
Apprentices (total)	45	40	31
of which: women	18	16	

Proportion of women ✓

	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group	31 Dec 2014 Aareal Bank Group
in %			
In executive positions	21.4	19.2	21.2
Total	38.6	39.1	38.5

Occupational safety figures

	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group	31 Dec 2014 Aareal Bank Group
Workplace accidents/commuting accidents	19		
Accident rate	0.9 %		

New employee hires

	31 Dec 2016 Aareal Bank Konzern	31 Dec 2015 Aareal Bank Konzern	31 Dec 2014 Aareal Bank Konzern
Total rate of new hires	8.6 %		
Total number of new hires	240		
By gender			
Women	85		
Men	155		
By age			
< 30 years	89		
30 < 40 years	76		
40 < 50 years	52		
=/> 50 years	23		
By region			
Germany	151		
France	15		
United Kingdom	19		
Netherlands	31		
USA	3		
Asia	2		
Europe (others)	19		