

Employee Key Indicators (year-on-year comparison 2021 - 2023)¹⁾

The employee key indicators were subject to limited assurance as part of the [non-financial reporting](#) in 2021 - 2023.

Employee structure

	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group	31 Dec 2023 Aareal Bank Group
Employees in Germany	2,170	2,220	2,188
Employees in Europe excl. Germany	957	1,025	1,227
Employees in Asia and North America	43	71	48
Number of employees worldwide	3,170	3,316	3,463
of which: outside Germany	1,000	1,096	1,275
of which: women	1,161	1,207	1,277
Employee-initiated staff turnover rate	5.6 %	10.0 %	7.5 %
Employees' average length of service (in years)	10.9	11.1	11.2
Full-time employees (total)	2,580	2,707	2,735
Employees covered by collective bargaining agreements	80.6 %	81.2 %	72.6 %
Part-time ratio	18.6 %	18.4 %	21.0 %
Female part-time employees (total)	408	414	441
Female part-time employees (ratio)	69.2 %	68.0 %	60.6 %
Male part-time employees (total)	182	195	287
Male part-time employees (ratio)	30.8 %	32.0 %	39.4 %

Age distribution

	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group	31 Dec 2023 Aareal Bank Group
< 30 years	14 %	15 %	16 %
30 < 40 years	21 %	22 %	23 %
40 < 50 years	27 %	25 %	25 %
=/> 50 years	38 %	38 %	36 %
Average age of employees (in years)	44.2	43.7	43.3

Participant days of Continuing Professional Development (CPD)

	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group	31 Dec 2023 Aareal Bank Group
Total days	6,436	8,798	11,382
Average participant days per employee	2.0	2.7	3.3

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

Participant hours of CPD

	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group	31 Dec 2023 Aareal Bank Group
Total hours	51,486	70,384	91,053
of which: women (in hours)	15,933	22,553	23,300
Average hours of training per female employee	13.7	18.7	18.4
of which: men (in hours)	35,553	47,831	67,753
Average hours of training per male employee	17.7	22.7	31.1

CPD hours per employee, by employee category

	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group	31 Dec 2023 Aareal Bank Group
Senior executives	8	13	13
Management staff	28	30	25
Specialist staff	16	21	28

Education

	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group	31 Dec 2023 Aareal Bank Group
Trainees (total)	11	11	48
of which: women	2	3	15
Apprentices (total)	57	64	41
of which: women	17	16	9

Proportion of women

	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group	31 Dec 2023 Aareal Bank Group
In executive positions	24.3%	22.5%	24.4%
Total	36.6%	36.4%	36.9%

Occupational safety figures

	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group	31 Dec 2023 Aareal Bank Group
Workplace accidents/commuting accidents	10	20	23
Accident rate	0.3%	0.6%	0.7%

New employee hires

	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group	31 Dec 2023 Aareal Bank Group
Total rate of new hires	11.9%	13.7%	11.0%
Total number of new hires	376	454	382
By gender			
Women	118	177	128
Men	258	277	254
By age			
< 30 years	156	204	187
30 < 40 years	112	129	109
40 < 50 years	72	78	60
=/> 50 years	36	43	26
By regions			
Germany	218	240	232
Europe incl. Germany	372	448	375
North America	3	2	4
Asia/Pacific	1	4	3