

## Employee Key Indicators (year-on-year)

(Limited Assurance Review performed for 2015 and 2016, calculation for 2017 analogous)

### Employee structure

	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group
Employees in Germany	2,014	2,009	2,153
Employees in Europe excl. Germany	745	678	667
Employees in Asia and North America	41	41	41
Number of employees worldwide	2,800	2,728	2,861
of which: outside Germany	786	719	708
of which: women	1,046	1,053	1,119
Staff turnover rate	3.9 %	3.9 %	2.8 %
Part-time ratio	19.4 %	18.4 %	18.0 %
Full-time employees (total)	2,256	2,225	2,347
Female part-time employees (total)	386	383	402
Female part-time employees (ratio)	71.0 %	76.1 %	78.2 %
Male part-time employees (total)	158	120	112
Male part-time employees (ratio)	29.0 %	23.9 %	21.8 %

### Age distribution

	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group
in %			
< 30 years	9	8	7
30 < 40 years	19	20	20
40 < 50 years	34	36	38
=/ > 50 years	38	36	35

### Participant days of Continuing Professional Development (CPD)

	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group
Total days	9,855	9,416	9,160
Average participant days per employee	3.9	3.5	3.2

**Participant hours of CPD**

	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group
Total hours	78,841	75,353	73,279
of which: women (in hours)	28,654	27,013	24,596
Average hours of training per female employee	29.7	25.8	22.1
of which: men (in hours)	50,187	48,314	48,683
Average hours of training per male employee	31.3	28.9	28.1

**CPD hours per employee, by employee category**

	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group
Senior executives	17	15	21
Management staff	38	38	35
Specialist staff	30	27	27

**Education**

	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group
Trainees (total)	13	15	9
of which: women	5	6	0
Apprentices (total)	56	45	40
of which: women	23	18	16

**Proportion of women**

	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group
in %			
In executive positions	22.1	21.4	19.2
Total	37.4	38.6	39.1

## Occupational safety figures

	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group
Workplace accidents/commuting accidents	25	19	
Accident rate	0.9 %	0.9 %	

## New employee hires

	31 Dec 2017 Aareal Bank Group	31 Dec 2016 Aareal Bank Group	31 Dec 2015 Aareal Bank Group
Total rate of new hires	8.4 %	8.6 %	
Total number of new hires	233	240	
<b>By gender</b>			
Women	81	85	
Men	152	155	
<b>By age</b>			
< 30 years	96	89	
30 < 40 years	71	76	
40 < 50 years	40	52	
=/> 50 years	26	23	
<b>By regions</b>			
Germany	143	151	
France	28	15	
United Kingdom	26	19	
Netherlands	25	31	
USA	0	3	
Asia	0	2	
Europe (others)	11	19	