

Employee Key Indicators (year-on-year comparison 2020 - 2022)¹⁾

The employee key indicators were subject to limited assurance as part of the [non-financial reporting](#) in 2020, 2021 and 2022.

Employee structure

	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group
Employees in Germany	2,105	2,170	2,220
Employees in Europe excl. Germany	835	957	1,025
Employees in Asia and North America	42	43	71
Number of employees worldwide	2,982	3,170	3,316
of which: outside Germany	877	1,000	1,096
of which: women	1,122	1,161	1,207
Employee-initiated staff turnover rate	4.5 %	5.6 %	10.0 %
Employees' average length of service (in years)	10.8	10.9	11.1
Full-time employees (total)	2,398	2,580	2,707
Employees covered by collective bargaining agreements	83.9 %	80.6 %	81.2 %
Part-time ratio	19.6 %	18.6 %	18.4 %
Female part-time employees (total)	398	408	414
Female part-time employees (ratio)	68.2 %	69.2 %	68.0 %
Male part-time employees (total)	186	182	195
Male part-time employees (ratio)	31.8 %	30.8 %	32.0 %

Age distribution

	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group
< 30 years	13 %	14 %	15 %
30 < 40 years	21 %	21 %	22 %
40 < 50 years	28 %	27 %	25 %
=/> 50 years	38 %	38 %	38 %
Average age of employees (in years)	44.2	44.2	43.7

Participant days of Continuing Professional Development (CPD)

	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group
Total days	5,652	6,436	8,798
Average participant days per employee	2.0	2.0	2.7

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

Participant hours of CPD

	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group
Total hours	45,218	51,486	70,384
of which: women (in hours)	14,184	15,933	22,553
Average hours of training per female employee	13.7	13.7	18.7
of which: men (in hours)	31,034	35,553	47,831
Average hours of training per male employee	17.7	17.7	22.7

CPD hours per employee, by employee category

	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group
Senior executives	28	8	13
Management staff	29	28	30
Specialist staff	14	16	21

Education

	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group
Trainees (total)	21	11	11
of which: women	4	2	3
Apprentices (total)	58	57	64
of which: women	19	17	16

Proportion of women

	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group
In executive positions	24.6%	24.3%	22.5%
Total	37.6%	36.6%	36.4%

Occupational safety figures

	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group
Workplace accidents/commuting accidents	22	10	20
Accident rate	0.8%	0.3%	0.6%

New employee hires

	31 Dec 2020 Aareal Bank Group	31 Dec 2021 Aareal Bank Group	31 Dec 2022 Aareal Bank Group
Total rate of new hires	13.8%	11.9%	13.7%
Total number of new hires	412	376	454
By gender			
Women	157	118	177
Men	255	258	277
By age			
< 30 years	151	156	204
30 < 40 years	98	112	129
40 < 50 years	112	72	78
=/> 50 years	51	36	43
By regions			
Germany	256	218	240
Europe incl. Germany	410	372	448
North America	1	3	2
Asia/Pacific	1	1	4