

Employee Key Indicators (year-on-year comparison 2018 - 2020)¹⁾

The employee key indicators were subject to limited assurance as part of the [non-financial reporting](#) in 2018, 2019 and 2020.

Employee structure

	31 Dec 2018 Aareal Bank Group	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group
Employees in Germany	1,962	1,964	2,105
Employees in Europe excl. Germany	745	784	835
Employees in Asia and North America	41	40	42
Number of employees worldwide	2,748	2,788	2,982
of which: outside Germany	786	824	877
of which: women	1,035	1,027	1,122
Employee-initiated staff turnover rate	5.8 %	4.6 %	4.5 %
Employees' average length of service (in years)	12.7	11.3	10.8
Full-time employees (total)	2,168	2,232	2,398
Employees covered by collective bargaining agreements	82.9 %	85.5 %	83.9 %
Part-time ratio	21.1 %	19.9 %	19.6 %
Female part-time employees (total)	399	377	398
Female part-time employees (ratio)	68.8 %	67.8 %	68.2 %
Male part-time employees (total)	181	179	186
Male part-time employees (ratio)	31.2 %	32.2 %	31.8 %

Age distribution

	31 Dec 2018 Aareal Bank Group	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group
< 30 years	11 %	12 %	13 %
30 < 40 years	19 %	19 %	21 %
40 < 50 years	31 %	29 %	28 %
=/> 50 years	39 %	40 %	38 %
Average age of employees (in years)	44.9	44.7	44.2

Participant days of Continuing Professional Development (CPD)

	31 Dec 2018 Aareal Bank Group	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group
Total days	7,290	7,284	5,652
Average participant days per employee	2.8	2.7	2.0

¹⁾ Data from previous years up to 2017 can be accessed via the [archive](#).

Participant hours of CPD

	31 Dec 2018 Aareal Bank Group	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group
Total hours	58,320	58,272	45,218
of which: women (in hours)	20,786	21,427	14,184
Average hours of training per female employee	21.4	22.2	13.7
of which: men (in hours)	37,533	36,845	31,034
Average hours of training per male employee	23.1	22.0	17.7

CPD hours per employee, by employee category

	31 Dec 2018 Aareal Bank Group	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group
Senior executives	17	15	28
Management staff	24	37	29
Specialist staff	22	21	14

Education

	31 Dec 2018 Aareal Bank Group	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group
Trainees (total)	10	1	21
of which: women	5	0	4
Apprentices (total)	58	53	58
of which: women	20	20	19

Proportion of women

	31 Dec 2018 Aareal Bank Group	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group
In executive positions	25.2%	23.8%	24.6%
Total	37.7%	36.8%	37.6%

Occupational safety figures

	31 Dec 2018 Aareal Bank Group	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group
Workplace accidents/commuting accidents	14	30	22
Accident rate	0.5%	1.1%	0.8%

New employee hires

	31 Dec 2018 Aareal Bank Group	31 Dec 2019 Aareal Bank Group	31 Dec 2020 Aareal Bank Group
Total rate of new hires	11.0%	13.9%	14.8%
Total number of new hires	303	387	412
By gender			
Women	122	150	157
Men	181	237	255
By age			
< 30 years	116	169	151
30 < 40 years	102	113	98
40 < 50 years	56	63	112
=/> 50 years	29	42	51
By regions			
Germany	190	242	256
Europe incl. Germany	299	387	410
North America	3	0	1
Asia/Pacific	1	0	1