

Employee structure (year-on-year)

	31 Dec 2015				31 Dec 2014			
	Group	Aareal	Aareon	Others	Group	Aareal	Aareon	Others
Employees in Germany	2,153	925	801	427	1,910	794	778	338
Employees in Europe excl. Germany	667	82	575	10	602	85	507	10
Employees in Asia and North America	41	37	0	4	36	36	0	0
Number of employees worldwide	2,861	1,044	1,376	441	2,548	915	1,285	348
of which: outside Germany	708	119	575	14	638	121	507	10
of which: proportion of women	1,119	476	447	196	982	420	417	145
Staff turnover rate	2.8%	1.6%	3.8%	2.6%	3.6%	3.4%	3.6%	3.7%
Part-time ratio	18.0%	19.9%	15.8%	20.0%	17.3%	20.1%	14.9%	19.0%
Full-time ratio	2,347	836	1,158	353	2,107	731	1,094	282
Female part-time employees	402	177	152	73	352	158	141	53
Male part-time employees	112	31	66	15	89	26	50	13

Group = Aareal, Aareon and Others

Aareal = Aareal Bank AG including foreign branches and foreign subsidiaries in New York and Singapore

Aareon = all units in Germany and abroad, including subsidiaries

Others = Subsidiaries WestImmo, Baugrund, Valuation, Estate, First Financial Solutions, DSF, Mercadea and IMMO Consulting

Age distribution (year-on-year)

	2015			2014		
	Group	Aareal	Aareon	Group	Aareal	Aareon
in %						
< 30 years	7	4	10	7	4	10
30 < 40 years	20	18	22	22	22	22
40 < 50 years	38	40	37	39	40	39
= /> 50 years	35	38	31	32	34	29

Group = Aareal and Aareon

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Aareon = all units in Germany and abroad, including subsidiaries

Total training and CPD hours in the 2015 financial year

	Group			Aareal			Aareon		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
in hours									
Total/Group	73,279	24,596	48,683	33,859	13,935	19,924	39,420	10,662	28,758

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CPD hours per employee, by employee category (year-on-year)

	2015			2014		
	Group	Aareal	Aareon	Group	Aareal	Aareon
in hours						
Senior executives	21	29	17	26	35	21
Management staff	35	39	27	39	48	26
Specialist staff	27	25	30	25	22	28

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Proportion of women in Aareal Bank Group (year-on-year)

	31 Dec 2015			31 Dec 2014		
	Group	Aareal	Aareon	Group	Aareal	Aareon
in %						
In executive positions	19.2	18.5	20.3	21.2	21.1	21.3
Total	39.1	45.3	32.5	38.5	44.7	32.4

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Occupational safety figures (year-on-year)

	2015		2014	
	Aareal	Aareon	Aareal	Aareon
Workplace accidents/commuting accidents	13	19	15	9
Accident rate	1.4 %	1.4 %	1.9 %	0.7 %
Sickness rate	4.1 %	4.2 %	3.7 %	4.2 %

Accident rate for Aareal Bank in Germany. The accident rate for Aareon includes international locations; the sickness rate for both Aareal Bank and Aareon relates to Germany.

