

# Benefits



Welcome to Aareal Bank! It's important to us that you feel comfortable here, that you have everything you need and that you're able to achieve your professional and personal goals. That's why we offer a broad range of benefits – an all-inclusive benefits package, so to speak – from personalised development opportunities and wide-ranging family support services to a comprehensive health management programme. That allows you to thrive – and that's precisely what makes us strong and, above all, really different!

**Aareal**  
YOUR COMPETITIVE ADVANTAGE.

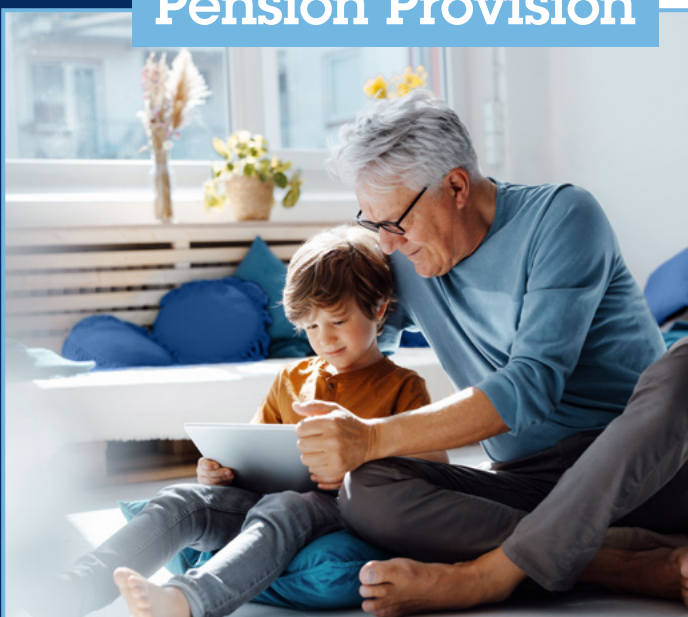
## Mobility &

## Flexibility



- ☑ Mobile work with the option of working on up to 10 days per year abroad (EU, EEA, Switzerland).
- ☑ Flextime (6 AM to 8 PM) with no core hours.
- ☑ Monthly and annual accounts to smooth out work peaks.
- ☑ Long-term accounts e.g. for childcare, nursing, ongoing occupational training, sabbatical or gradual retirement.
- ☑ Subsidised local public transport tickets and nationwide „Deutschlandticket“ public transport tickets.
- ☑ Reduced price parking. Booking is simple and easy using our parking app.
- ☑ Company bikes under JobRad bike leasing.
- ☑ Charging station for e-vehicles and charging cabinet for e-bike batteries.

## Pension Provision



- ☑ We aim to pay fair, market-driven compensation. We pay half a monthly salary on top of the 13th monthly payment a year as per the collective wage and salary agreement in Germany.
- ☑ Employer-funded corporate retirement plan.
- ☑ Private retirement provision through salary conversion.
- ☑ Capital formation savings plans.
- ☑ Employer-financed accident insurance.
- ☑ Employer-financed foreign health insurance during business trips and stays abroad for business reasons.
- ☑ Corporate & Sustainable Benefits: offers to employees from well-known providers featuring attractive special conditions.



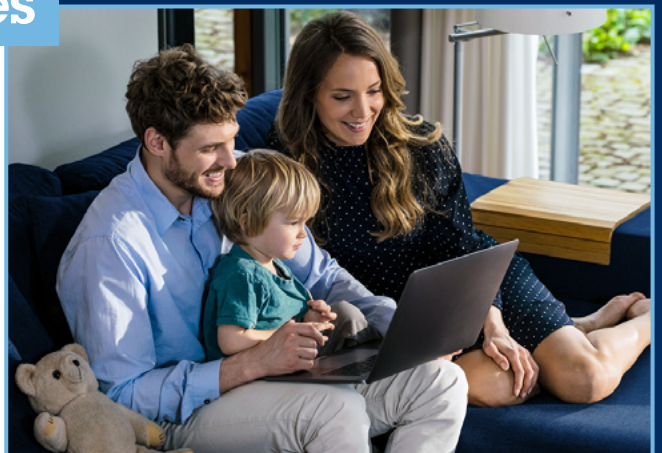
## Personal

## Development

- ☑ Onboarding: Welcome Workshops, our USP program and our Buddy program ensure a successful start.
- ☑ Equal weight to career tracks: at Aareal, you can choose between an expert or management career track.
- ☑ Individual development consulting in our staff development dialogue.
- ☑ You can develop at the Bank by taking on new roles and tasks, participating in cross-team projects or by moving into other departments or teams.
- ☑ Learning@Aareal: Training in specialist subjects, personal development, management and project management (50% of what is on offer is digital).
- ☑ Financial and time support for your day-release dual studies and certificates e.g. IPMA.
- ☑ Cross-Mentoring: mentoring program in cooperation with other companies in the region.
- ☑ Language learning portal: learn languages on any terminal device, at any time and at every location.

## Family Services

- ☑ Support in finding creche places and private child care.
- ☑ External partners provide support in finding holiday childcare places.
- ☑ Competence training for reconciling the job and family.
- ☑ A workplace with play options for children (parent-child room).
- ☑ Consulting and support if a family member requires nursing care.
- ☑ Dry cleaning as a Bank service.





## Canteen and Catering

- ✔ First-rate in-Bank canteen offers various menus with vegetarian options.
- ✔ You can get tasty coffee specialties and a wide range of nutritious breakfasts at our barista coffee bar.
- ✔ You can obtain snacks from our automatic vending machines.
- ✔ Restaurant vouchers at our locations in Berlin and Essen.



## Corporate

## Health

## Management

- ✔ Sports groups (e.g. running, soccer, yoga) and participation in sporting events.
- ✔ Precautionary medical measures (e.g. skin screening) and vaccinations (e.g. influenza).
- ✔ Regular consulting with a company medical service on individual health issues.
- ✔ Individual consulting and support in all personal life situations through an external provider (EAP).
- ✔ Everyone who comes to work by bicycle or does sport can shower at the Bank.
- ✔ In-Bank cooking events for healthy and varied nutrition.

## Networking

- ✔ After-work events.
- ✔ Parties with co-workers and team events.
- ✔ Meet & Eat events: lunch dates to get to know your colleagues.



If you have any questions, please contact the relevant staff member in the recruitment team.

[www.aareal-bank.com/careers](http://www.aareal-bank.com/careers)

**Aareal**  
YOUR COMPETITIVE ADVANTAGE.