

Our employees shape our future

	Unit	Germany		Poland		GRI
		2023	2022	2023	2022	
Number of employees						
Total number of employees as of the reporting date 31.12. ³⁰	number	1,299	1,281	400	465	
female	number	629	615	291	319	
male	number	670	666	109	146	
Total number of permanent employees	number	1,170	1,155	256	289	
	%	90.1	90.2	64.0	62.2	
female	number	561	560	194	205	
male	number	609	595	62	84	
Total number of temporary employees	number	129	126	144	176	
	%	9.9	9.8	36.0	37.8	
female	number	68	55	97	114	2-7 102-8
male	number	61	71	47	62	
Total number of full-time employees	number	1,024	1,011	393	460	
	%	78.8	78.9	98.3	98.9	
female	number	416	410	284	314	
male	number	608	601	109	146	
Total number of part-time employees ³¹	number	232	220	7	5	
	%	17.9	17.2	1.8	1.1	
female	number	188	180	7	5	
male	number	44	40	-	-	

³⁰ The basis here is the number of employees (1,299 in Germany and 400 in Poland excl. associates) as of 31 December 2023. The number of employees in the 2023 Annual Report is calculated in accordance with the regulations of the German Commercial Code (HGB) (total: 1,816, of which 1,221 in Germany and 595 in Poland incl. associates).

³¹ Not included are employees who are employed in a so-called mini-job.

	Unit	Germany		Poland		GRI
		2023	2022	2023	2022	
Number of employees						
Total number of trainees and students ³²	number	50	55	-	6	
Training ratio	%	3.8	4.3	-	1.3	2-7 102-8
female	number	35	31	-	3	
male	number	15	24	-	3	
New employee hires and employee turnover³³						
Total number of new employee hires	number	243	228	71	121	
female	number	112	86	52	80	
male	number	131	142	19	41	
Total number of employee turnover	number	229	234	69	107	
female	number	98	107	37	64	401-1
male	number	131	127	32	43	
Total rate of employee turnover	%	17.6	18.3	17.3	23.0	
thereof employee-initiated terminations	%	7.2	9.1	14.8	14.1	
Rate of employee turnover (TAG Immobilien AG excluding retirements and commercial employees) ³⁴	%	13.0	13.9	-	-	
Average length of service	years	7.3	7.0	4.6	4.0	
Parental leave						
Total number of employees that took parental leave ³⁵	number	51	39	41	24	
	%	3.9	3.0	10.3	5.2	
female	number	33	26	31	19	
male	number	18	13	10	5	
Total number of employees that returned to work in the reporting period after parental leave ended ³⁶	number	30	26	17	14	
female	number	12	13	8	9	401-3
male	number	18	13	9	5	
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	number	23	28	16	11	
female	number	12	18	7	11	
male	number	11	10	9	-	
Return to work rate of employees that took parental leave ³⁷	%	100.0	88.5	85.0	84.6	

³² Included are trainees and students in dual studies.

³³ The values refer to the total number of departures: including retirements, expiring fixed-term contracts, termination of training contracts, etc.

³⁴ The turnover rate in the commercial sector is usually slightly above that in other business sectors.

³⁵ All employees of TAG have a statutory right to parental leave.

³⁶ Included is the return in the year under review (where parental leave starts at different times).

³⁷ Included are those employees whose return to work after parental leave was agreed.

	Unit	Germany		Poland		GRI
		2023	2022	2023	2022	
Training/staff development						
Average hours of training per employee per year	hours	8	8	21	13	
Average hours of training per manager	hours	21	17	20	15	404-1
Average hours of training remaining workforce	hours	7	7	21	12	
Employees with performance appraisals ³⁸	%	90.0	90.0	100.0	100.0	404-3
Health and occupational safety						
Workplace accidents recorded	number	56	41	-	1	
Lost days due to workplace accidents ³⁹	days	n.a.	738	-	3	403-2 403-9
Work-related fatalities total workforce	number	-	-	-	-	
Absence rate ⁴⁰	%	8.8	10.8	4.2	-	
Diversity of management⁴¹						
female	%	44.6	38.1	55.1	48.4	
male	%	55.4	61.9	44.9	51.6	
under 30 years of age	%	0.9	0.8	-	3.9	405-1
31-50 years of age	%	66.1	67.8	53.0	85.6	
over 50 years of age	%	33.0	31.4	45.0	10.4	
Diversity of employees overall						
female	%	48.4	48.0	72.8	68.6	
male	%	51.6	52.0	27.3	31.4	
under 30 years of age	%	12.5	13.3	30.8	24.4	
31-50 years of age	%	51.5	49.9	63.0	63.8	
over 50 years of age	%	36.0	36.8	6.2	11.8	
Total employees post-WWII generation (1946-1955)	%	1.2	1.3	-	-	405-1
Total employees baby boomer generation (1956-1964)	%	13.1	15.5	3.0	3.8	
Total employees Generation X (1965-1979)	%	38.6	38.8	15.0	14.1	
Total employees Generation Y (1980-1993)	%	34.5	32.7	56.0	57.7	
Total employees Generation Z (1994- present day)	%	12.6	11.6	26.0	24.4	
Average age of employees	years	44.6	44.8	36.0	35.7	
Proportion of disabled employees	%	4.8	4.1	0.5	0.6	
Remuneration/Gender-Pay-Ratio						
Gender-Pay-Ratio total (without management board) ⁴²	%	99.9	99.8	89.7	87.8	
Gender-Pay-Ratio management (without management board)	%	89.7	85.2	97.4	97.8	405-2
Gender-Pay-Ratio (remaining workforce)	%	104.9	103.4	92.7	90.2	
Ratio of Management Board remuneration to average employee remuneration ⁴³	x times	10.7	10.9	7.9	n.a.	

³⁸ Usually, an appraisal interview is held once a year to assess performance and development opportunities. The percentage of employees who have actually had the interview is not yet recorded in detail (estimated rate: over 90%).

³⁹ Days lost due to workplace accidents were not recorded separately in 2023 due to a change in data transmission by the health insurance funds. They are included in the included in the absence rate.

⁴⁰ The value refers to incapacity for work of any kind (including accidents at work, occupational diseases), excluding time off (leave, studies, maternity, parental leave, special leave, spa treatment, reintegration), excluding the chronically ill.

⁴¹ The values refer to the 1st and 2nd management level below the Management Board (1st management level: heads of real estate management (LIMs) and department heads, 2nd management level: team leaders).

⁴² The values refer to all employees.

⁴³ The values refer to the basic salary of the employees and the fixed remuneration of the Management Board.