

Our employees shape our future

	Unit	Germany		Poland		GRI
		2022	2021	2022	2021	
Number of employees						
Total number of employees as of the reporting date 31.12. ³⁰	number	1,281	1,299	465	170	
female	number	615	637	319	106	
male	number	666	662	146	64	
Total number of permanent employees	number	1,155	1,187	289	130	
	%	90.2	91.4	62.2	76.5	
female	number	560	586	205	85	
male	number	595	601	84	45	
Total number of temporary employees	number	126	112	176	40	
	%	9.8	8.6	37.8	23.5	
female	number	55	51	114	21	2-7 102-8
male	number	71	61	62	19	
Total number of full-time employees	number	1,011	1,018	460	168	
	%	78.9	78.4	98.9	98.8	
female	number	410	428	314	105	
male	number	601	590	146	63	
Total number of part-time employees ³¹	number	220	228	5	2	
	%	17.2	17.6	1.1	1.2	
female	number	180	186	5	1	
male	number	40	42	-	1	

³⁰ The basis here is the number of employees (1,281 in Germany and 465 in Poland) as of 31 December 2022. The number of employees in the 2022 Annual Report is calculated in accordance with the regulations of the German Commercial Code (HGB) (total: 1,739, of which 1,216 in Germany and 523 in Poland).

³¹ Included are trainees and students in dual studies.

	Unit	Germany		Poland		GRI
		2022	2021	2022	2021	
Number of employees						
Total number of trainees and students ³²	number	55	55	6	4	2-7 102-8
Training ratio	%	4.3	4.2	1.3	2.4	
female	number	31	31	3	2	
male	number	24	24	3	2	
New employee hires and employee turnover³³						
Total number of new employee hires	number	228	234	121	47	401-1
female	number	86	84	80	28	
male	number	142	150	41	19	
Total number of employee turnover	number	234	252	107	20	
female	number	107	109	64	9	
male	number	127	143	43	11	
Total rate of employee turnover	%	18.3	19.4	23.0	11.8	
thereof employee-initiated terminations	%	9.1	8.7	14.1	1.70	
Rate of employee turnover (TAG Immobilien AG excluding retirements and commercial employees) ³⁴	%	8.1	13.9	-	-	
Average length of service	years	7.0	7.0	4.0	4.6	
Parental leave						
Total number of employees that took parental leave ³⁵	number	39	49	24	2	401-3
	%	3.0	3.8	5.2	1.2	
female	number	26	38	19	2	
male	number	13	11	5	-	
Total number of employees that returned to work in the reporting period after parental leave ended ³⁶	number	26	34	14	4	
female	number	13	24	9	4	
male	number	13	10	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	28	19	11	1	
female	number	18	7	11	1	
male	number	10	12	-	-	
Return to work rate of employees that took parental leave ³⁷	%	88.5	85.3	84.6	100.0	

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
		2022	2021	2022	2021	
Training/staff development						
Average hours of training per employee per year	hours	8	11	13	11	
Average hours of training per manager	hours	17	n.a.	15	n.a.	404-1
Average hours of training remaining workforce	hours	7	n.a.	12	n.a.	
Employees with performance appraisals ³⁸	%	90.0	90.0	100.0	n.a.	404-3
Health and occupational safety						
Workplace accidents recorded	number	41	37	-	1	
Lost days due to workplace accidents	days	738	776	-	3	
Work-related fatalities total workforce	number	-	-	-	-	403-2 403-9
Absence rate ³⁹	%	10.8	7.1	5.0	-	
Proportion of workplaces inspected with regard to occupational health and safety	%	100	100	100.0	100.0	
Coverage of the total workforce via occupational safety committees	%	100	100	37.6	n.a.	
Diversity of management⁴⁰						
female	%	57.6	43.1	33.5	25.0	
male	%	42.4	56.9	66.5	75.0	
under 30 years of age	%	0.8	2.1	3.9	2.0	405-1
31-50 years of age	%	67.8	59.0	85.6	93.8	
over 50 years of age	%	31.4	38.9	10.4	4.2	
Diversity of employees						
female	%	48.0	49.0	68.8	62.4	
male	%	52.0	51.0	31.2	37.6	
Total employees post-WWII generation (1946-1955)	%	1.3	1.8	-	-	
Total employees baby boomer generation (1956-1964)	%	15.5	17.2	3.8	4.1	
Total employees Generation X (1965-1979)	%	38.8	37.8	14.1	17.6	405-1
Total employees Generation Y (1980-1993)	%	32.7	32.1	57.7	66.4	
Total employees Generation Z (1994- present day)	%	11.6	10.7	24.4	11.9	
Average age of employees	years	44.8	44.4	35.7	36.4	
Proportion of disabled employees	%	4.1	3.9	0.6	-	
Remuneration/Gender-Pay-Ratio						
Gender-Pay-Ratio total (without management board) ⁴¹	%	99.8	100.8	40.4	n.a.	
Gender-Pay-Ratio management (without management board)	%	85.2	86.0	97.8	n.a.	405-2
Gender-Pay-Ratio (remaining workforce)	%	103.4	104.8	90.2	n.a.	
Ratio of Management Board remuneration to average employee remuneration ⁴²	x times	10.9	12.0	n.a.	n.a.	

³⁸Usually, 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 %).

³⁹The 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.

⁴⁰The 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).

⁴¹The values refer to all employees.

⁴²The values refer to the basic salary of the employees and the fixed remuneration of the Management Board.