

HAMBORNER REIT AG
Employee Key Figures 2020-2022

	GRI	2022	2021	2020
Scale of the organization	2			
Total number of employees		53	51	49
male		26	26	25
female		27	25	24
under 30 years old		4	6	6
30-50 years old		31	27	24
over 50 years old		18	18	19
employed in Germany		53	51	49
employed outside Germany		0	0	0
Information on employees and other workers	2			
Full-time employees		47	49	47
male		25	25	25
female		22	24	22
Part-time employees		6	2	2
male		1	1	0
female		5	1	2
Employees with a permanent contract		49	47	45
male		24	24	23
female		25	23	22
Employees with a temporary contract		4	4	4
male		2	2	2
female		2	2	2
Total number of management board members		3	2	2
male		2	2	2
female		1	0	0
German		3	2	2
other nationality		0	0	0
under 30 years old		0	0	0
30-50 years old		1	1	1
over 50 years old		2	1	1
Total number of members of the second management level		7	7	7
male		7	7	7
female		0	0	0
under 30 years old		0	0	0
30-50 years old		4	4	4

	GRI	2022	2021	2020
over 50 years old		3	3	3
Total number of members of the third level (excl. trainees)		42	40	38
male		17	17	16
female		25	23	22
under 30 years old		3	4	4
30-50 years old		26	22	19
over 50 years old		13	14	15
Total numbers of trainees		1	2	2
male		0	0	0
female		1	2	2
under 30 years old		1	2	2
30-50 years old		0	0	0
over 50 years old		0	0	0
Total number of disabled employees		0	1	1
male		0	1	1
female		0	0	0
under 30 years old		0	0	0
30-50 years old		0	0	0
over 50 years old		0	1	1
Are a significant portion of the organization's activities performed by workers who are not employees?		No	No	No
If applicable, a description of the nature and scale of work performed by workers who are not employees		Not applicable	Not applicable	Not applicable
Collective bargaining agreements	2			
Percentage of total employees covered by collective bargaining agreements		0% Trainee wages following the collective agreement of the housing industry	0% Trainee wages following the collective agreement of the housing industry	0% Trainee wages following the collective agreement of the housing industry
Number of employees represented by employee representatives		43	42	40
Percentage of employees represented by employee representatives		81%	82%	82%
Number of employee representatives		1	1	1
Percentage of employees covered by regulations of mobile working		100%	98%	98%
Number of employees covered by regulations of mobile working		53	50	48
New employee hires and employee turnover	401			
Total number and rate of new employees hired		4	6	7
male		1	2	1
female		3	4	6
under 30 years old		0	1	2
30-50 years old		4	4	4

	GRI	2022	2021	2020
over 50 years old		0	1	1
Total number of employee turnover		2	4	4
male		1	1	2
female		1	3	2
under 30 years old		1	0	1
30-50 years old		0	2	1
over 50 years old		1	2	2
Fluctuation rate Departures in the reporting year: Workforce at the end of the reporting year x 100%		3.8%	8%	8.4%
Average length of service in years		7.8	8.2	9.2
Benefits provided to full-time employees that are not provided to temporary or part-time employees (Divided according to main business locations, if applicable)	401			
Voluntary employer contributions		None	None	None
Voluntary employer contributions			Company pension scheme and capital-forming benefits for all employees	Company pension scheme and capital-forming benefits for all employees
Parental leave	401			
Total number of employees that were entitled to parental leave		100%	100%	100%
male		26	26	25
female		27	25	24
Total number of employees that took parental leave		4	3	5
male		0	0	2
female		4	3	3
Total number of employees that returned to work in the reporting period after parental leave ended		3	0	2
male		0	0	2
female		3	0	0
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work		3	0	2
male		0	0	2
female		3	0	0
Return to work and retention rates of employees that took parental leave		Return to work rate 75% Retention rate 100 %	Return to work rate 0% Retention rate 100 %	Return to work rate 40% Retention rate 100%
Workers representation in formal joint management-worker health and safety committees	403	Occupational safety committee consisting of safety expert, works council, personnel	Occupational safety committee consisting of safety expert, works council, personnel	Occupational safety committee consisting of safety expert, works council, personnel

	GRI	2022	2021	2020
Percentage of workers whose work or workplace is controlled by the organization, that are represented by formal joint management-worker health and safety committees		100%	100%	100%
Number Health & Safety Audits		4	4	4
Types of injury and rates of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities	403			
Work-related fatalities		0	0	0
male		0	0	0
female		0	0	0
Work-related injuries		0	0	0
male		0	0	0
female		0	0	0
Injury rate		0%	0%	0%
Days lost due to injury		0	0	0
Occupational disease rate		0	0	0
Lost day rate of all employees		369	245	310
male		146	48,5	138,5
female		223	196,5	171,5
Average days of illness per employee		6.9	4.8	6.6
Illness rate		3.3	2.7	2.8
Average hours of training per year per employee	404			
Total expenditure for training		€54,692	€17,363	€16,397
Expenditure for training per employee		€1,094	€340	€335
Average number of hours for training of all employees		55	22	17
male		55	15	17
female		55	30	17
Average number of hours for training of the management board members		3	0	16
male		3	0	16
female		0	0	0
Average number of hours for training of the members of the second management level		21	16	34
male		21	16	34
female		0	0	0
Average number of hours for training of the members of the third level		62	24	15
male		14	16	11
female		91	30	18

	GRI	2022	2021	2020
Proportion of employees with training in the mentioned area compared to total number of employees				
Compliance course		100%	100%	100%
Data protection course		100%	100%	100%
Occupational safety course		100%	100%	100%
First-aid course		100%	100%	100%
IT-safety course		100%	100%	0%
Programs for upgrading employee skills and transition assistance programs	402			
Type and scope of programs implemented and assistance provided to upgrade employee skills		0	0	0
Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment		0	0	0
Percentage of employees receiving regular performance and career development reviews	404			
Percentage of total employees who received a regular performance and career development review		98.1%	78.4%	83.7%
Ratio of basic salary and remuneration of women to men	405			
Ratio of the basic salary and remuneration of women to men for each employee category (%-difference between women and men)				
Management board members		74%	Only male	Only male
Second management level		Only male	Only male	Only male
Third level		83,9%	82,5%	79,5%
Ratio of basic salary of management board and second management level		36,1%	32,7%	30,7%
Ratio of basic salary of management board and third management level		20,9%	18,5%	18,2%
Incidents of discrimination and corrective actions taken	406			
Total number of incidents of discrimination during the reporting period		0	0	0
Status of the incidents and actions taken with reference to the following		-	-	-
Compliance incidents		0	0	0
Corruption		0	0	0
Conflict of interest		0	0	0
Other points				
Number of employee information activities		4	2	5

	GRI	2022	2021	2020
Number of trainee occupations		2	2	0
Takeover rate trainees		0%	0%	0%
Employee survey				
Number of employee surveys		1	1	1
Participation rate employee survey		68%	69,6%	75%