NEW WORK SE

PICTURE: NEW WORK SE HEADQUARTER

RESULTS PRESENTATION

FY 2022 (UNAUDITED)

HAMBURG, 23 FEBRUARY 2023

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EXECUTIVE SUMMARY - TARGETS FOR 2022 ACHIEVED

FINANCIAL PERFORMANCE

Pro-forma service revenues	+10%
Pro-forma EBITDA	€ 104m
Pro-forma net income	+10%

NOTE: Pro-forma service revenues and EBITDA equal reported figures

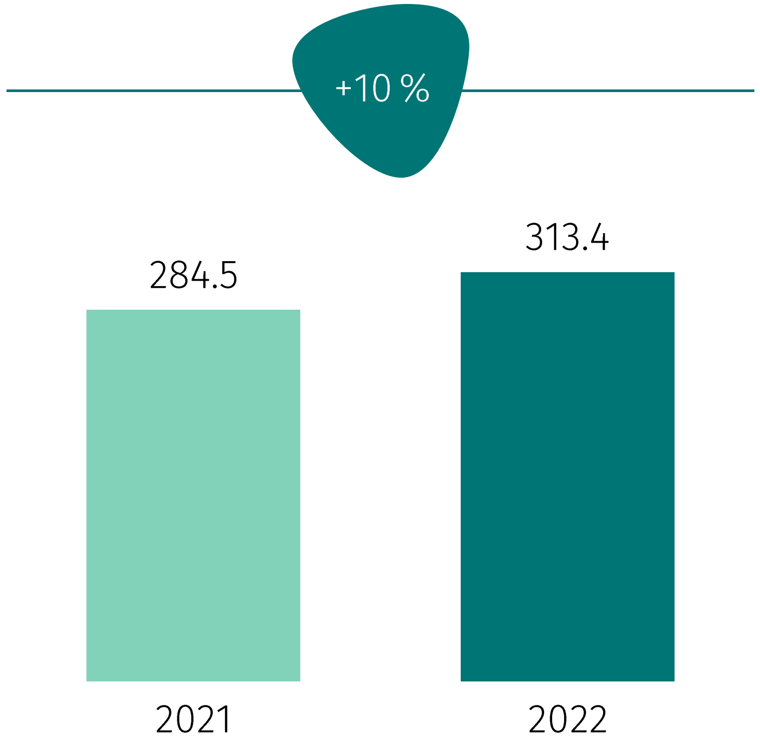
SEGMENT HIGHLIGHTS

B2C:
- + 1.2m new members (XING)
- + 1.8m new workplace insights (kununu)

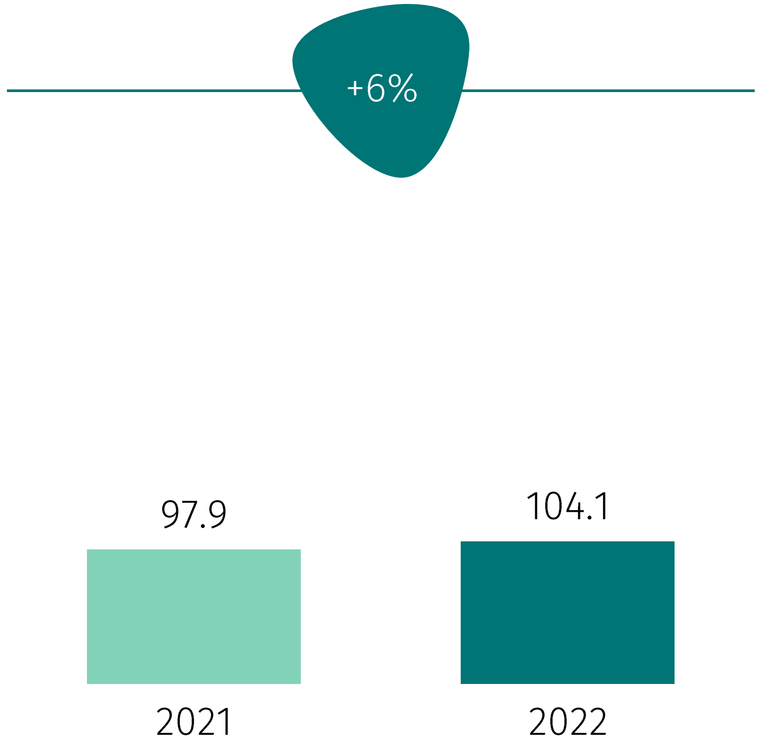
B2B:
- Launch of onlyfy one
- Relaunch of kununu seal

DOUBLE-DIGIT REVENUE GROWTH IN 2022

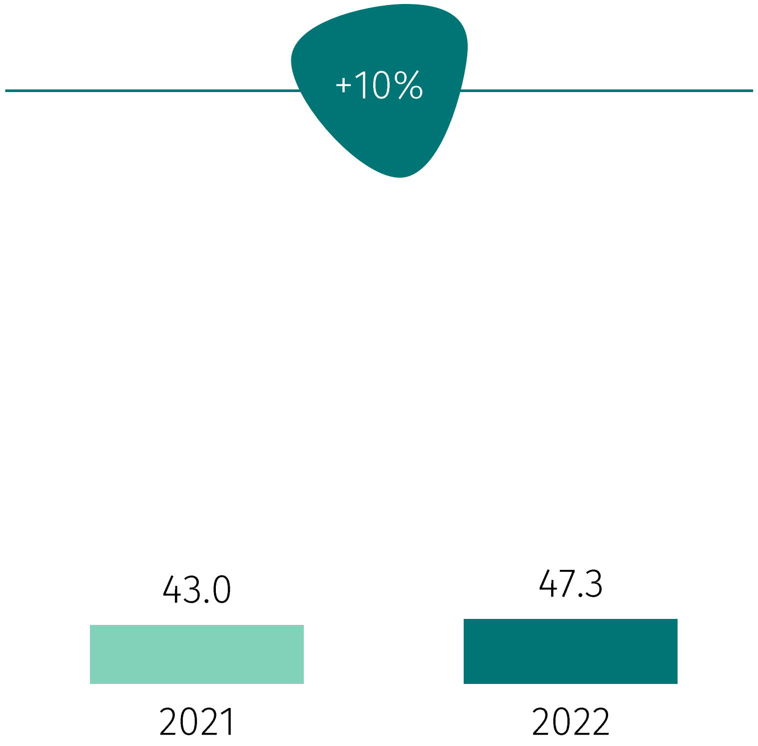
Pro-forma service revenues
in €m



Pro-forma EBITDA
in €m



Pro-forma net income
in €m



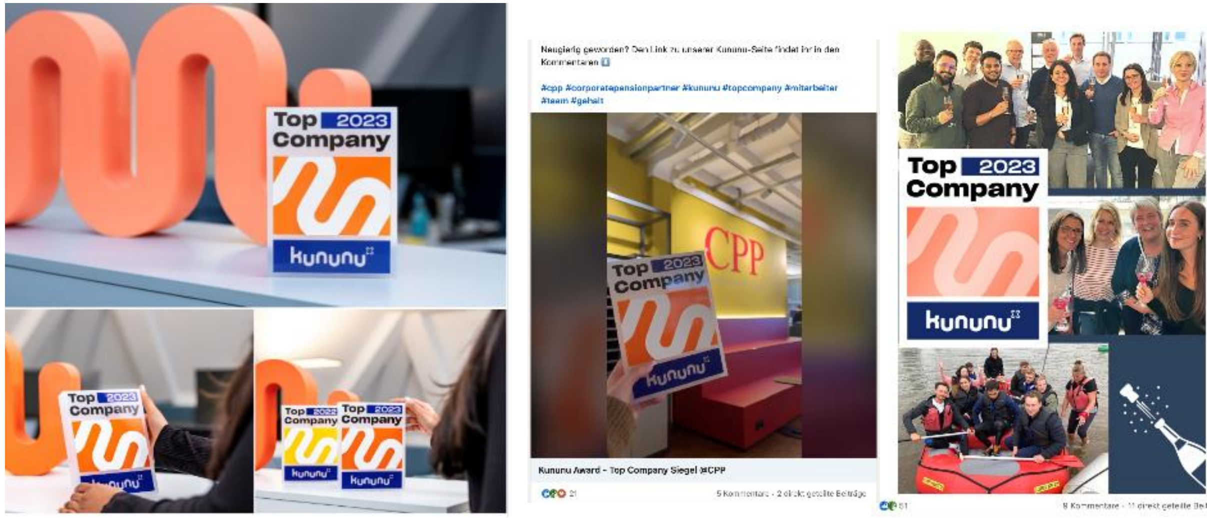
Pro-Forma service revenues and EBIDTA do not deviate from reported numbers

C- DESTINATIONS XING AND KUNUNU CONTINUE TO GROW STRONGLY

+29% kununu

+1.8m new overall **workplace insights** totalling 8.1m insights

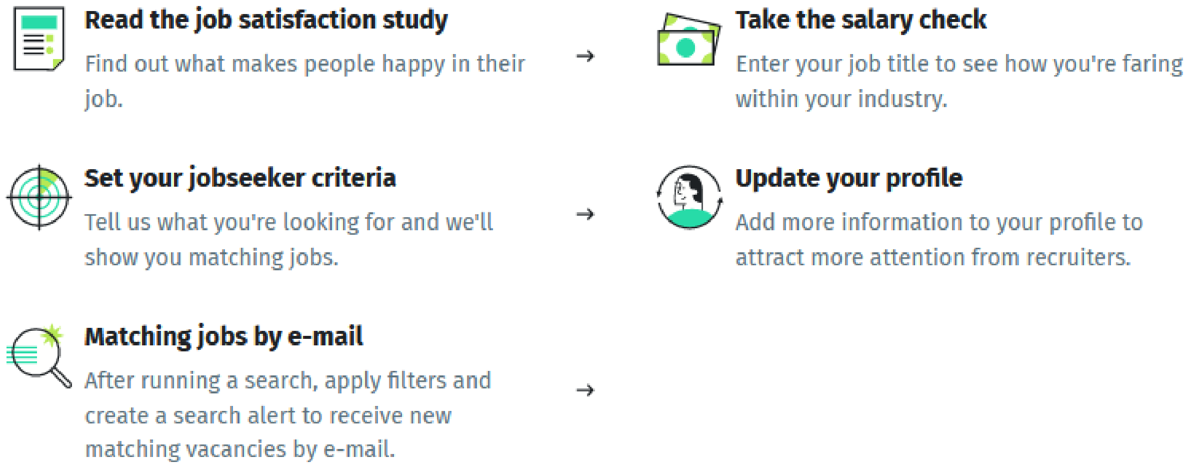
- #1 employer insights destination in D-A-CH | >50% yoy growth in salary datapoints | >60% yoy growth in cultural insights
- Relaunch of Kununu Top employer seal



+6% XING

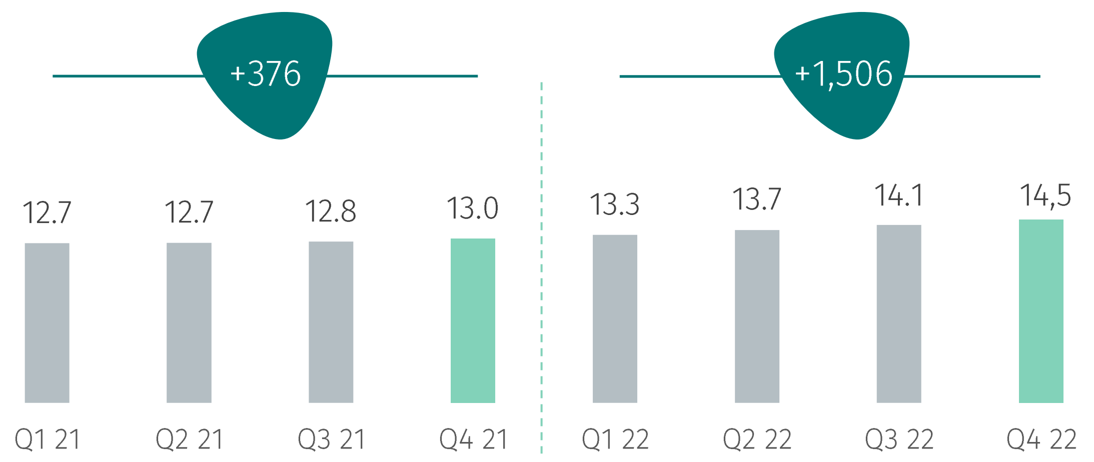
+1.2m new **members on XING** totalling 21.5m

- #1 platform in D-A-CH
- Launch of job happiness, culture assessment & e-learning



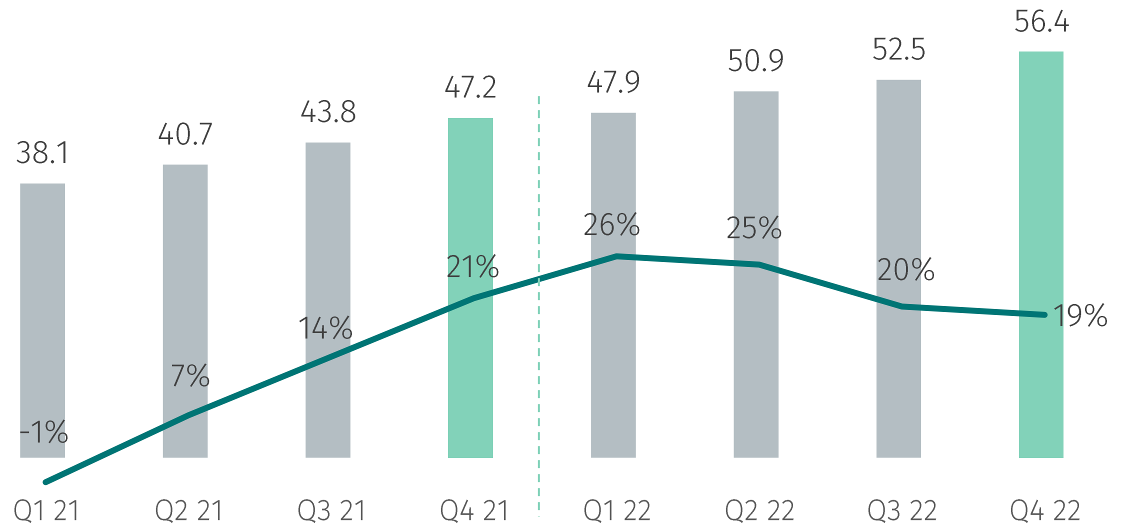
HR SOLUTIONS WITH STRONG CUSTOMER GROWTH IN 2022

onlyfy by XING — B2B subscription customers



(Pro-forma) segment revenues

in m€ and yoy growth rate in %



- E-Recruiting contributing ~66% of NW SE group sales
- Bundle products grew strongly
- Honeypot growing revenues >80%
- 37% of all German professionals are open to changing jobs

[1] Source: New Work SE & Forsa study 2023

RECAP:
WINNING ASPIRATION: BECOME RECRUITING PARTNER #1 BY WINNING TALENTS

STRATEGIC PRIORITIES FOR 2023

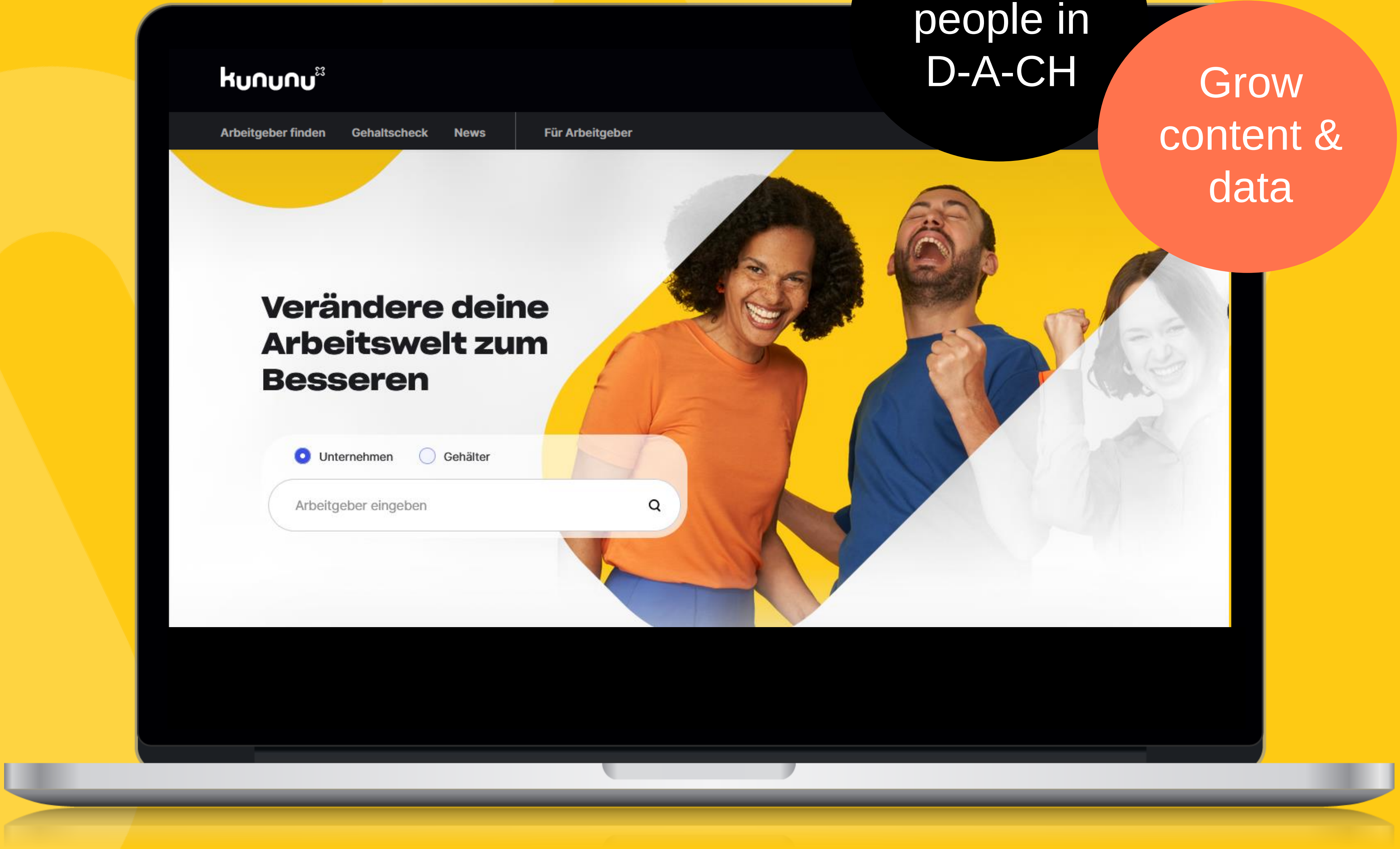
Invest
in talent access

Reposition
XING

Expand
onlyfy one

TAM: 42m people in D-A-CH

Grow content & data



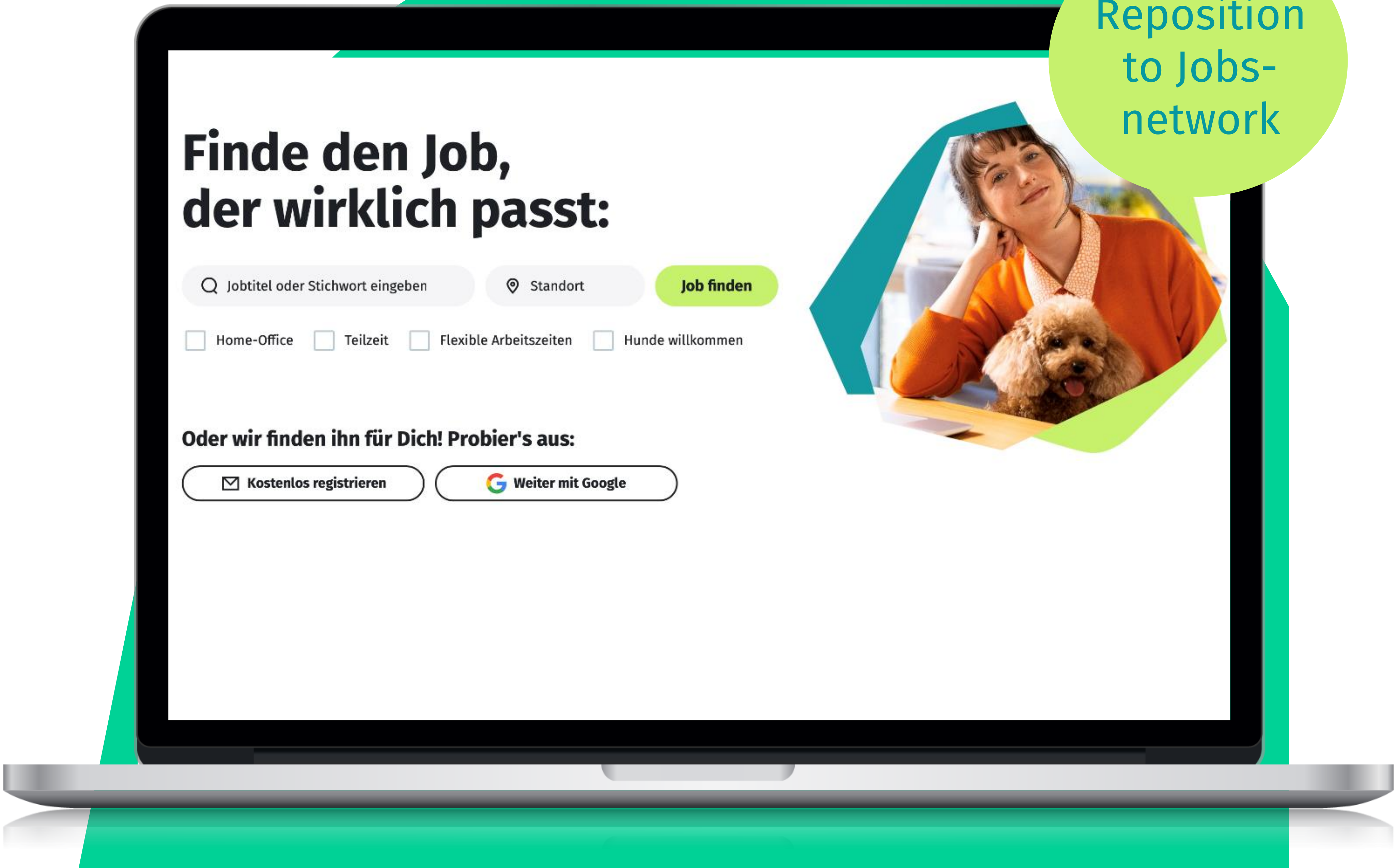
all jobs

all companies & recruiters

all profiles & user network

all insights

Reposition to Jobs-network

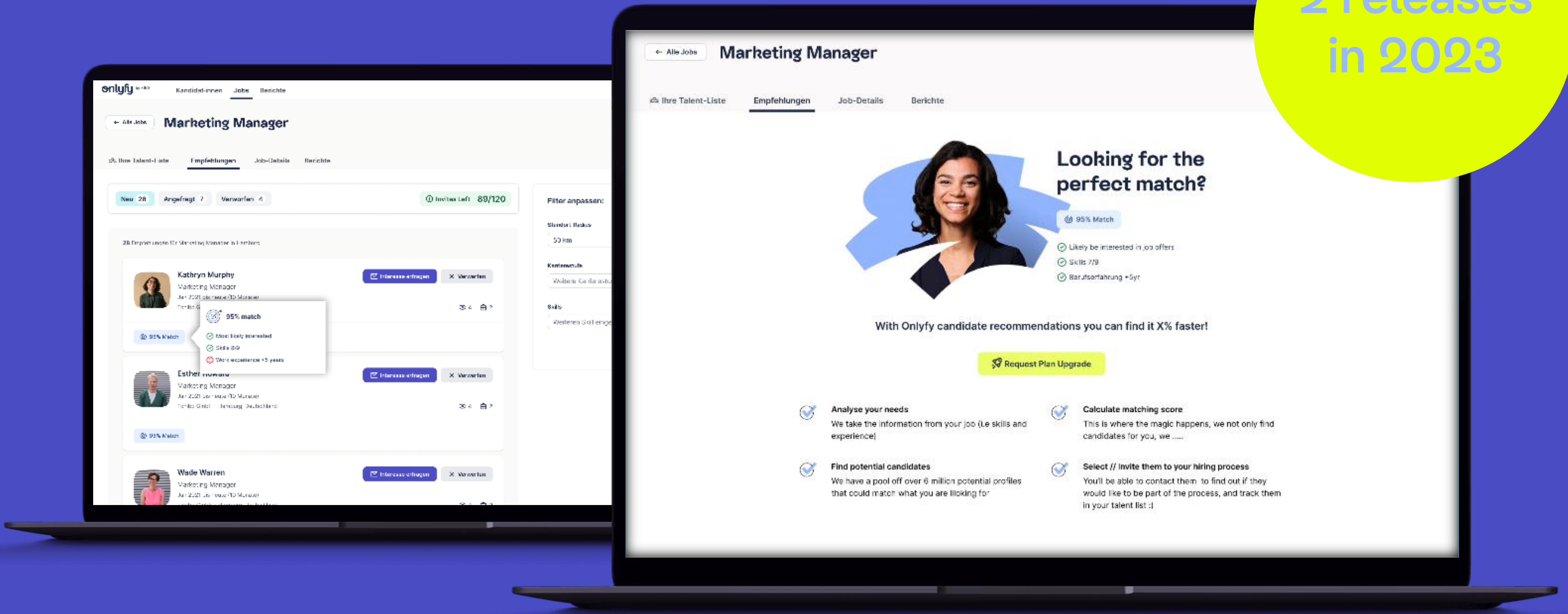


onlyfy by XING

onlyfy one

The first Talent Acquisition platform for holistic NEW HIRING

2 releases in 2023



NEW WORK SE

FOR 2022 WE WILL RECOMMEND

- a regular dividend of **€ 3.16** (2021: €2.80)…
- … and a special dividend of **€ 3.56** (2021: 3.56 €)

NEW WORK SE

FY RESULTS 2022 (UNAUDITED)

PICTURE: NEW WORK SE HEADQUARTER MEETINGROOM

2022 FINANCIAL HIGHLIGHTS

- Revenues grew 10% to € 313m
- Continuing growth of talent access from kununu and XING
- EBITDA of € 104m meets guidance
- Free cash-flow of € 44.1m
- We propose to increase regular dividend to € 3.16 and to pay a special dividend of € 3.56

2022 P&L: € 313.4M REVENUES AND € 104.1M EBITDA

Pro-forma

	2022	2022 Pro-forma	2021	2021 Pro-forma	2022 vs. 2021	2022 vs. 2021
	Abs.		Abs.		Rel.	Abs.
Service revenues	313.4		284.5		10%	28.9
Other operating income	3.0		1.4		110%	1.6
Capitalised own work	20.7		21.7		(5%)	(1.0)
Costs before capitalisation	(233.0)		(209.8)		(11%)	(23.2)
EBITDA	104.1		97.9		6%	6.2
Margin	33%		34%		(1%pt)	
D&A	(37.9)		(40.0)		5%	2.0
Financial result	(2.8)	(1.1)	(0.4)	(0.8)	(585%)	(2.4)
Taxes	(17.3)	(17.9)	(14.2)	(14.1)	(22%)	(3.1)
Net income	46.1	47.3	43.3	43.0	6%	2.8
EPS	8.20	8.41	7.71	7.66	6%	0.5

Rounding differences possible

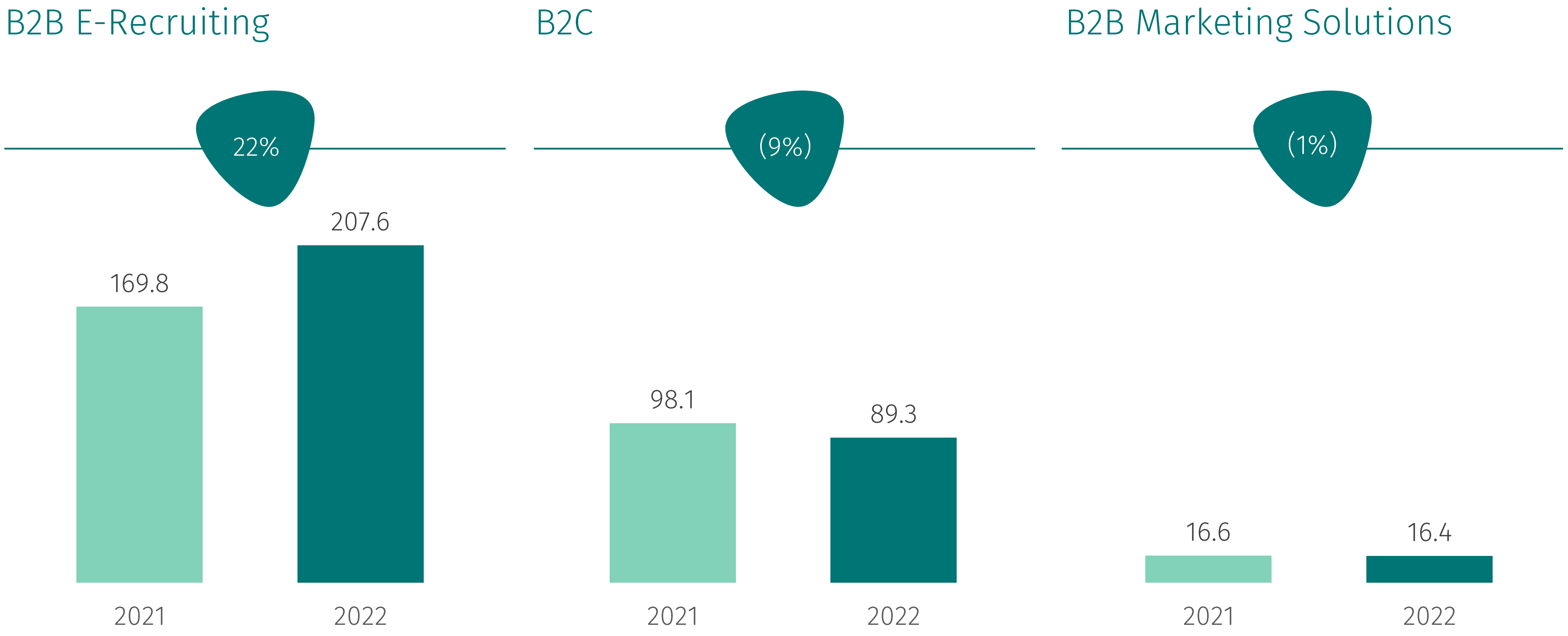
SEGMENT EBITDA

	Segment EBITDA 2022	2022 Margin	Segment EBITDA 2021*	2021 Margin*
B2B E-Recruiting	140.2	68%	114.4	67%
B2C	20.6	23%	35.4	36%
B2B Marketing Solutions	9.5	58%	11.3	68%
Tech, Central Services & Other	(66.2)		(63.2)	
Total EBITDA	104.1	33%	97.9	34%

Note: To reflect our group strategy, we will report a new segment split from 01/01/2023 onwards

Rounding differences possible

2022 SERVICE REVENUES: B2B E-RECRUITING SEGMENT GROWING STRONGLY, DIRECT B2C MONETIZATION DOWN GIVEN STRATEGIC FOCUS ON TALENT ACCESS



Rounding differences possible

2022: FREE CASH FLOW (BEFORE DIVIDENDS) OF €44.1M

	2022	2021	2022 vs. 2021	2022 vs. 2021
	Abs.	Abs.	Rel.	Abs.
EBITDA	104.1	97.9	6%	6.2
Interest / tax / other	(19.6)	(19.0)	(3%)	(0.5)
Change in net working capital	(4.0)	6.7		(10.7)
▲ Discontinued operations	(1.4)	0.0		(1.4)
Operating cash flow excl. organiser cash	79.2	85.6	(8%)	(6.4)
Investment – operating	(28.4)	(41.2)	31%	12.8
Investment – acquisitions & joint venture	0.0	(2.1)		2.1
Investment – financial assets	(0.4)	0.0		(0.4)
Interests paid, lease liabilities, FX rate diff. & rest	(5.7)	(0.5)		(5.2)
▲ Discontinued operations	(0.6)	(2.3)	72%	1.7
Cash flow before dividends	44.1	39.5	12%	4.6
Regular dividend	(15.7)	(14.6)	(8%)	(1.2)
Special dividend	(20.0)	0.0		(20.0)
Cash flow incl. organiser cash	8.3	25.0	(67%)	(16.6)

Rounding differences possible

PICTURE: NEW WORK SE HEADQUARTER EXCHANGE AREA

NEW WORK SE

Q4 RESULTS 2022 (UNAUDITED)

Q4 2022 P&L: € 82.1M REVENUES; € 23.5M EBITDA

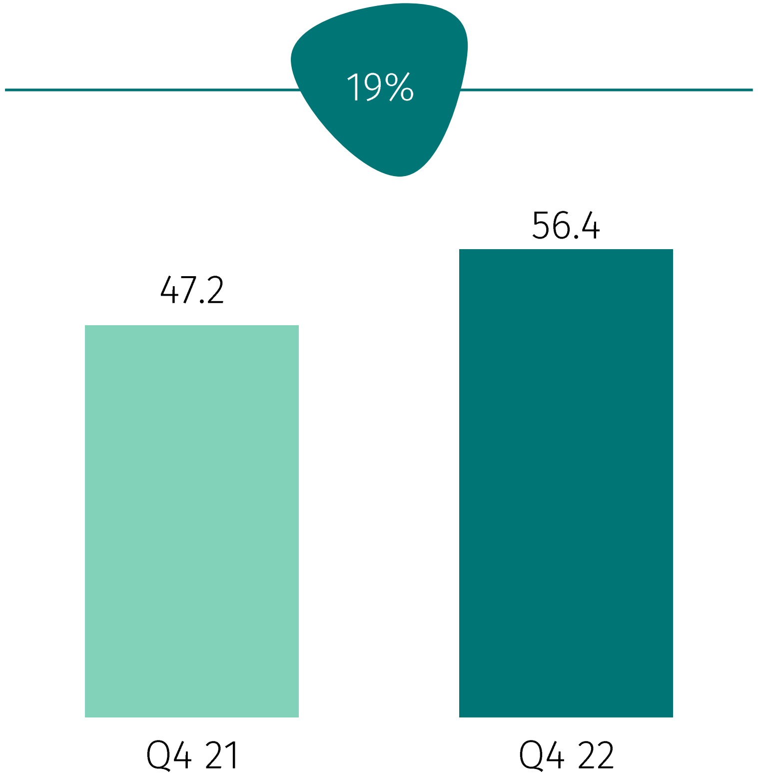
Pro-forma (dark-shaded values)

	Q4 2022		Q4 2021		Q4 2022 vs. Q4 2021	Q3 2022	Q4 2022 vs. Q3 2022
	Abs.	Pro-forma	Abs.	Pro-forma	Rel.	Abs.	Rel.
Service revenues	82.1		76.3		8%	78.7	4%
Other operating income	0.5		0.3		60%	1.0	(53%)
Capitalised own work	5.4		4.3		25%	5.5	(1%)
Costs before capitalisation	(64.4)		(62.0)		(4%)	(58.1)	(11%)
EBITDA	23.5		18.9		25%	27.0	(13%)
Margin	29%		25%		4%pts	34%	(6%pts)
D&A	(13.3)		(11.2)		(19%)	(7.1)	(87%)
Financial result	0.3	(0.3)	0.0	(0.2)	1,079%	(1.1)	126%
Taxes	(2.2)	(2.0)	2.4	2.4	(190%)	(4.5)	52%
Net income	8.4	8.0	10.1	10.0	(17%)	14.3	(41%)
EPS	1.49	1.42	1.80	1.77	(17%)	2.55	(41%)

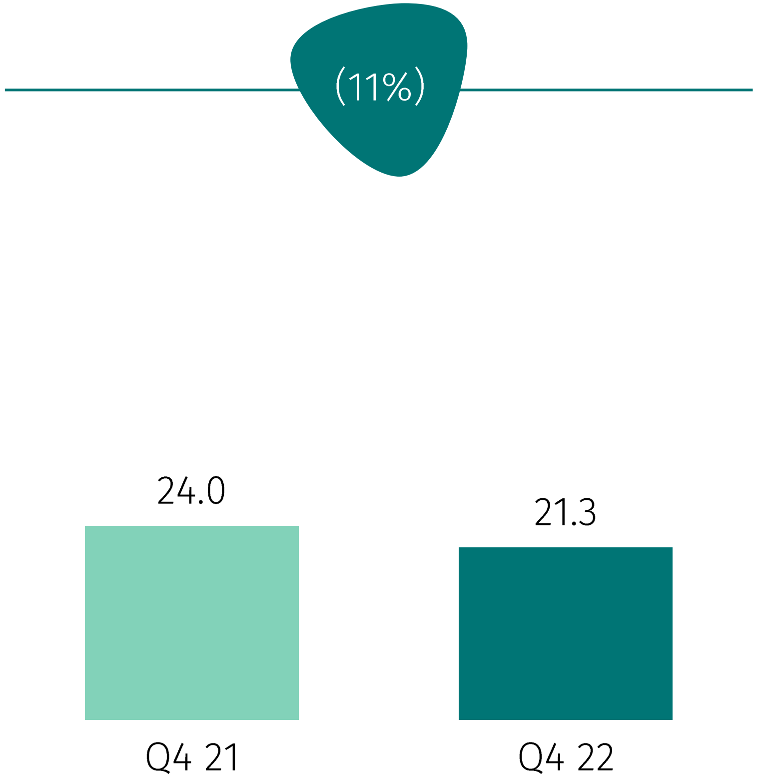
Rounding differences possible

Q4 2022 SERVICE REVENUES: B2B E-RECRUITING UP 19%

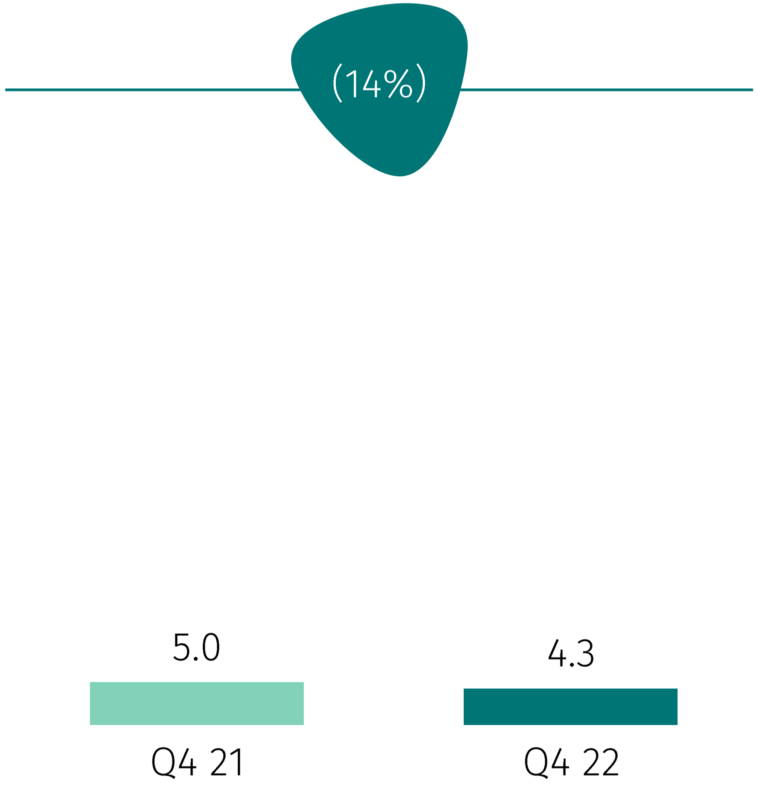
B2B E-Recruiting



B2C



B2B Marketing Solutions



Rounding differences possible

PROPOSAL FOR REGULAR DIVIDEND OF € 3.16 (2021: €2.80) AND A SPECIAL DIVIDEND OF € 3.56 PER SHARE

	2022	2021
Pro-Forma net income	€ 47.3m	€ 43.0m
#Shares (weighted)	5.6m	5.6m
Pro-forma earnings per share	€ 8.41	€ 7.66
Regular dividend per share	€ 3.16	€ 2.80
Special dividend per share	€ 3.56	€ 3.56

No restriction for future growth given cash-generative business model

UPCOMING CHANGE IN EXTERNAL SEGMENT REPORTING REFLECTING NEW WORK SE GROUP STRATEGY

Segment reporting FY 2022 Today	Segment Revenues 2022	Segment EBITDA 2022	2022 Margin
B2B E-Recruiting	207.6	140.2	68%
B2C	89.3	20.6	23%
B2B Marketing Solutions	16.4	9.5	58%
Tech, Central Services & Other	0.0	(66.2)	Neg.
Total	313.4	104.1	33%

From Jan 1, 2023 2022 based on future segment reporting	Segment Revenues 2022	Segment EBITDA 2022	2022 Margin	Comment
HR Solutions & Talent Access	208.2	62.9	30%	Focus on our winning aspiration
B2C	88.8	50.0	56%	Cash cow: historical core business
B2B Marketing Solutions	16.4	3.1	19%	Cash cow: by-product business
General Admin	0.0	(11.9)	Neg.	
Total	313.4	104.1	33%	

- Tech, Central Services and other costs - which are centrally managed but belong to segments – will be allocated starting 1st January 2023
- Costs for „talent access“ of kununu and XING - which is the basis for revenues from HR Solutions- will be allocated in segment „HR Solutions & Talent Access“

Rounding differences possible

OUTLOOK

FOR 2023 WE EXPECT A PRO-FORMA EBITDA OF **~€ 108-111M**
WE WILL CONTINUE TO INVEST IN TALENT ACCESS (**KUNUNU & XING**) AND FURTHER IMPROVEMENTS OF OUR NEWLY LAUNCHED ONLYFY ONE HR SUITE THROUGHOUT 2023

NEW WORK SE

HARBOUR FOR

XING kununu onlyfy by XING

InterNations Honeypot

THANK YOU FOR YOUR ATTENTION.