PICTURE: NEW WORK SE HEADQUARTER

NEW WORK SE

RESULTS PRESENTATION

Q2 2022

HAMBURG, 11 AUGUST 2022

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EXECUTIVE SUMMARY Q2 2022

FINANCIAL PERFORMANCE*

Pro-forma service revenues	+12%
Pro-forma EBITDA	+1%
Pro-forma net income	(15%)

* from continued operations

SEGMENT HIGHLIGHTS

B2C:

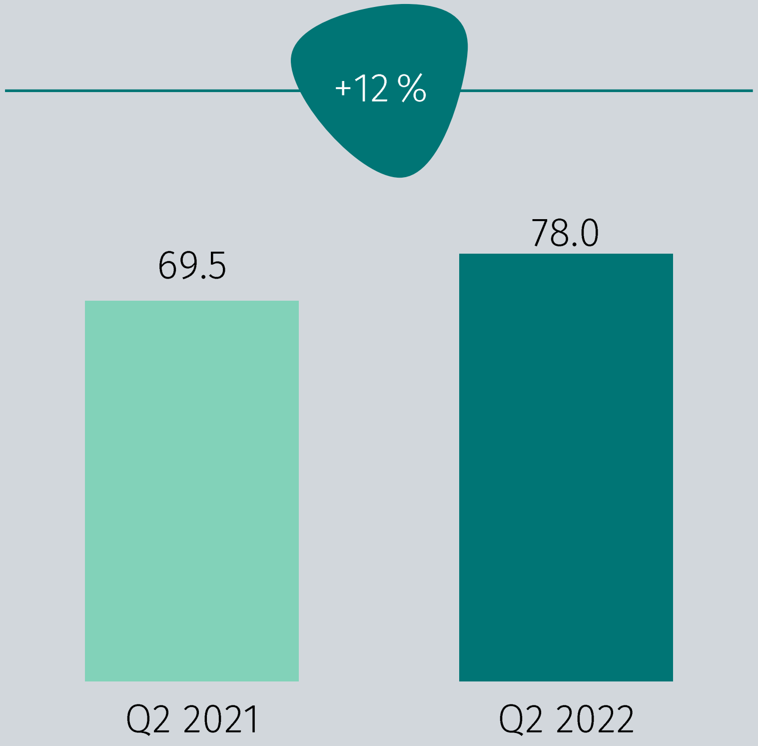
- + 1.4m new members (XING)
- + 1.8m new workplace insights (kununu)

B2B:

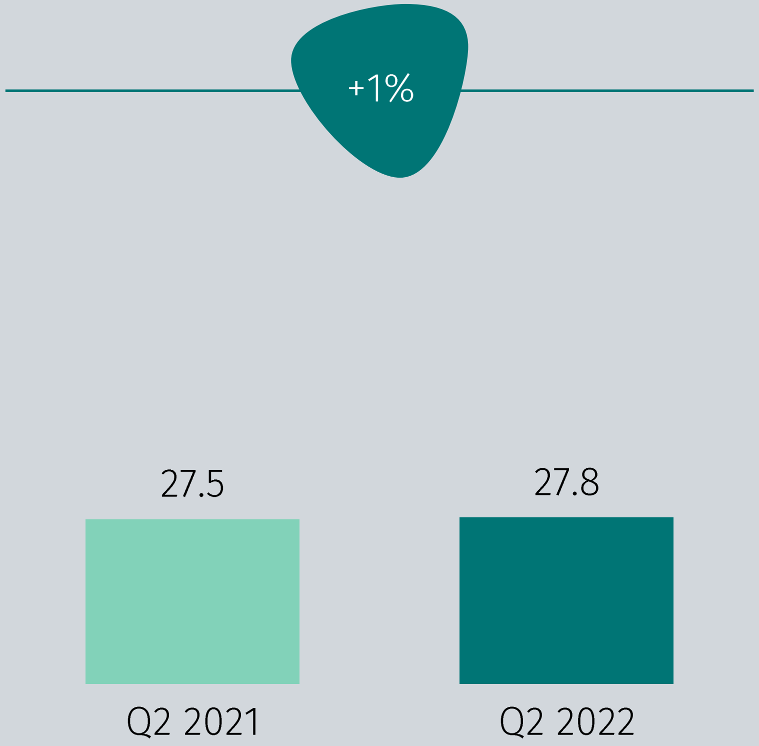
- Tight employment market driving demand for E-Recruiting & Employer Branding solutions
- +25% growth in E-Recruiting revenues

Q2 2022 REVENUES CONTINUE TO GROW IN DOUBLE DIGITS

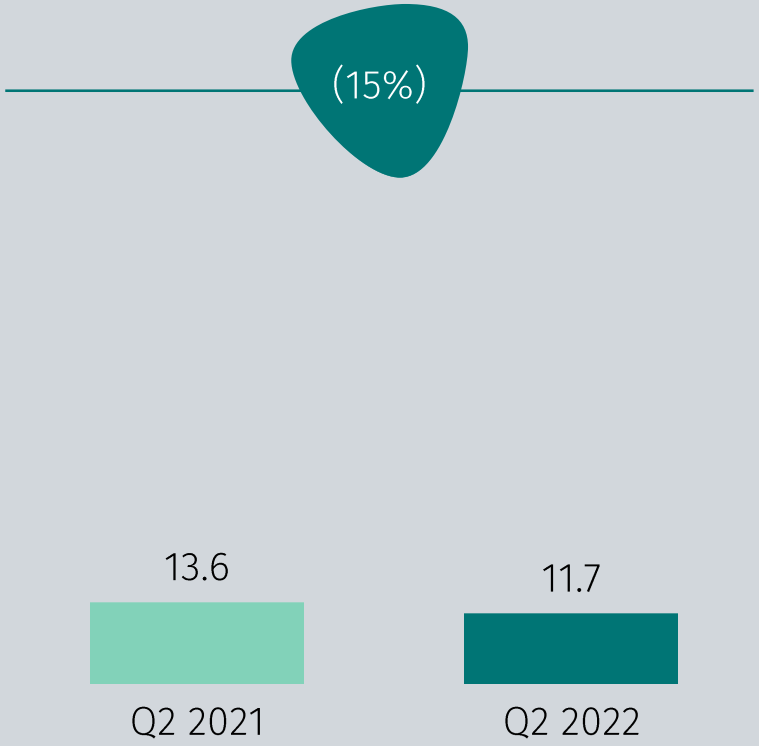
Pro-forma service revenues
in €m



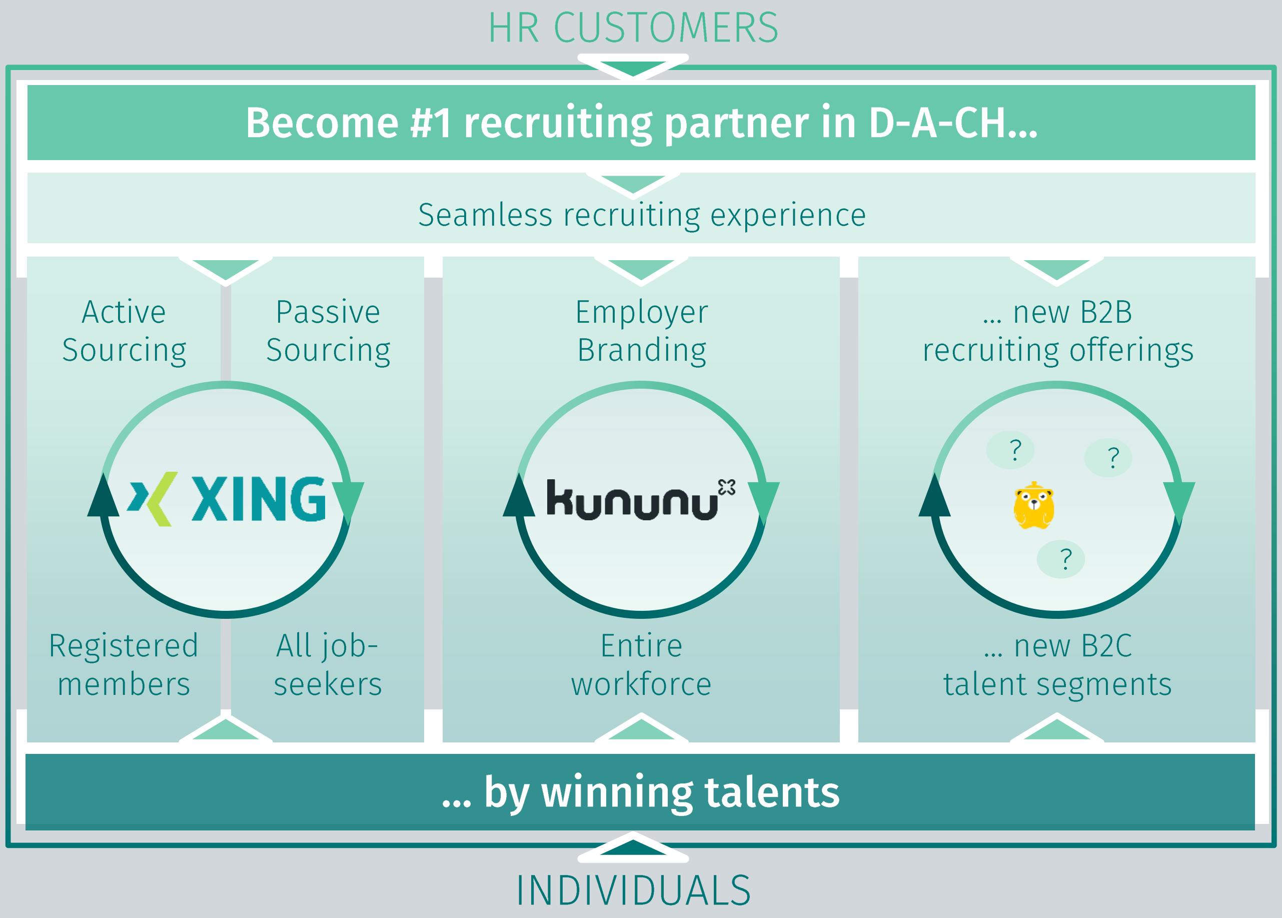
Pro-forma EBITDA
in €m



Pro-forma net income
in €m



RECAP: WE AIM TO BECOME THE #1 RECRUITING PARTNER IN D-A-CH BY WINNING TALENTS



Given our strategy towards recruiting, employer branding & job matching we decided to **discontinue** our Event business and sell our Ticketing business*

* Financial KPIs are based on continued operations excl. Event & ticketing business

XING

+7%

+1.4m

new **members on** XING totalling **21.0m** at end of Q2 2022

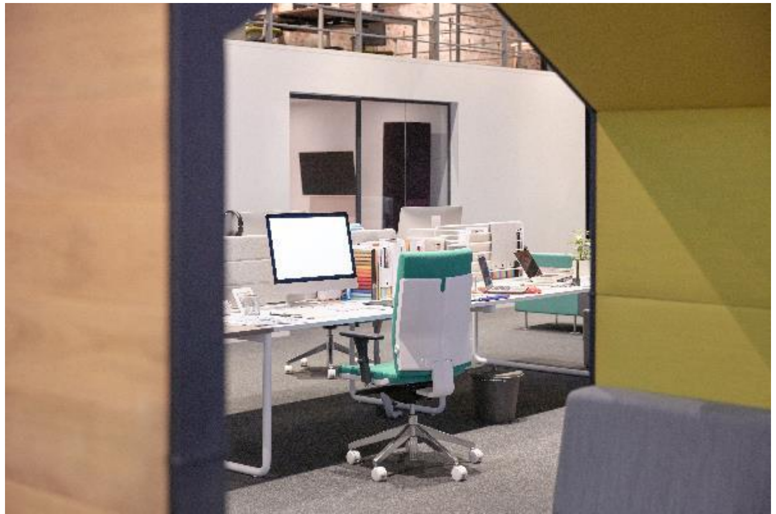
+297 thousand new members in Q2 2022

+32%

+1.8m

new **workplace insights** on kununu totalling **7.2m** insights incl. **>2m** salary data points

+423 thousand new insights in Q2 2022

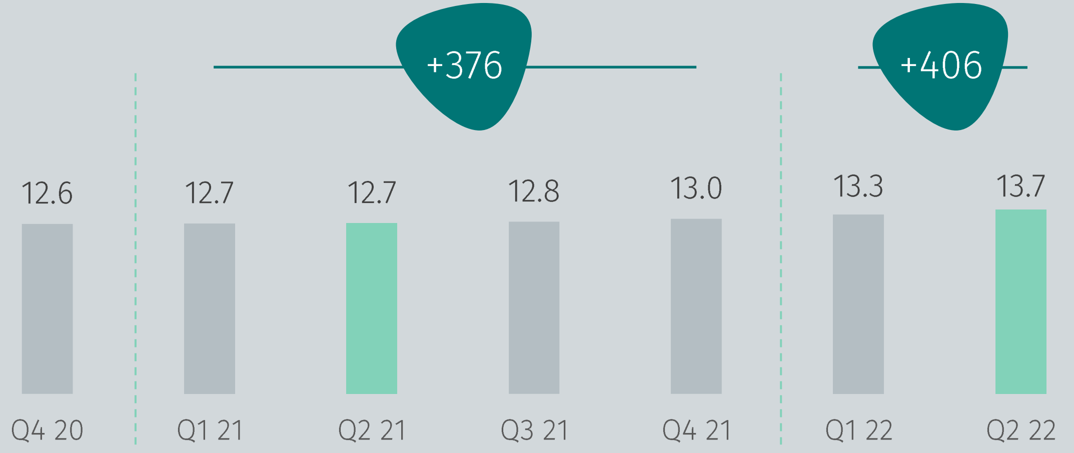


kununu

TALENT SCARCITY AND ONGOING HIGH DEMAND FOR LABOUR SUPPORT B2B E-RECRUITING SOLUTIONS

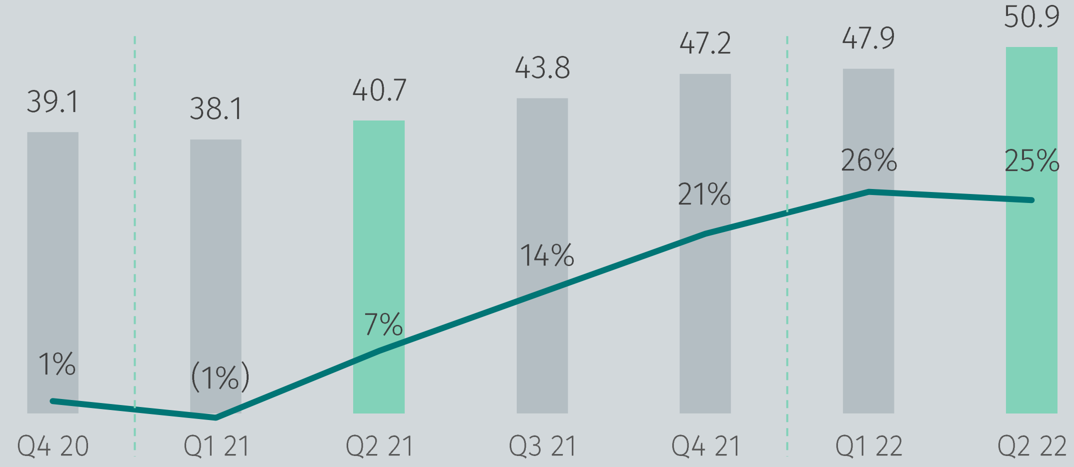
XING E-Recruiting

B2B subscription customers



(Pro-forma) segment revenues

in m€ and yoy growth rate in %



- E-Recruiting contributing 65 % of NW SE group sales in Q2 22
- Passive Recruiting growing strongly
- Honeypot growing revenues ~100%
- Record high # unfilled positions in Germany w/ 1.7m[2]

[1] Source: BA-X index 06 2022
[2] Source: IAB

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"Germany will be hit the hardest by the impending European ageing crisis"[1]

GERMANY ON THE HUNT FOR LABOUR

"Around 56% of companies report being short-staffed"[2]

BOOMERS RETIRE

"Germany loses around 350,000 working-age people every year as the Baby Boomers, … , retire, and not enough younger people are available to fill their positions"[2]

[1] Source: Center for global development
[2] Source: Deutsche Welle

PICTURE: NEW WORK SE HEADQUARTER MEETINGROOM

Q2 RESULTS 2022

Q2 2022 FINANCIAL HIGHLIGHTS

Talent access through C-side brands XING & kununu continues to grow

Revenues came in at € 78.0m and 12% yoy growth

EBITDA came in at € 27.8m

Operating cash-flow came in at € 14.4m

We confirm our guidance for 2022 of € 104m pro-forma EBITDA

Q2 2022: REVENUES OF € 78.0; EBITDA OF € 27.8M

Pro-forma

	Q2 2022		Q2 2021		Q2 22 vs. Q2 21	Q1 2022		Q2 22 vs. Q1 22
	Abs.	Pro-forma	Abs.	Pro-forma	Rel.	Abs.	Pro-forma	Rel.
Service revenues	78.0		69.5		12%	74.6		5%
Other operating income	0.7		0.4		102%	0.9		(18%)
Capitalized own work	4.7		5.5		(16%)	5.2		(10%)
Costs before capitalization	(55.6)		(47.9)		(16%)	(54.9)		(1%)
EBITDA	27.8		27.5		1%	25.7		8%
Margin	36%		40%		(4%pts)	34%		1%pt
D&A	(9.9)		(7.5)		(33%)	(7.6)		(31%)
Financial result	(0.9)	(0.3)	0.0	(0.3)	(7,565%)	(1.0)	(0.3)	(9%)
Taxes	(5.7)	(5.9)	(6.2)	(6.1)	7%	(5.0)	(5.2)	(16%)
Net income	11.2	11.7	13.8	13.6	(19%)	12.1	12.6	(7%)
EPS	2.00	2.08	2.46	2.43	(19%)	2.16	2.25	(7%)

Continued operations

Rounding differences possible

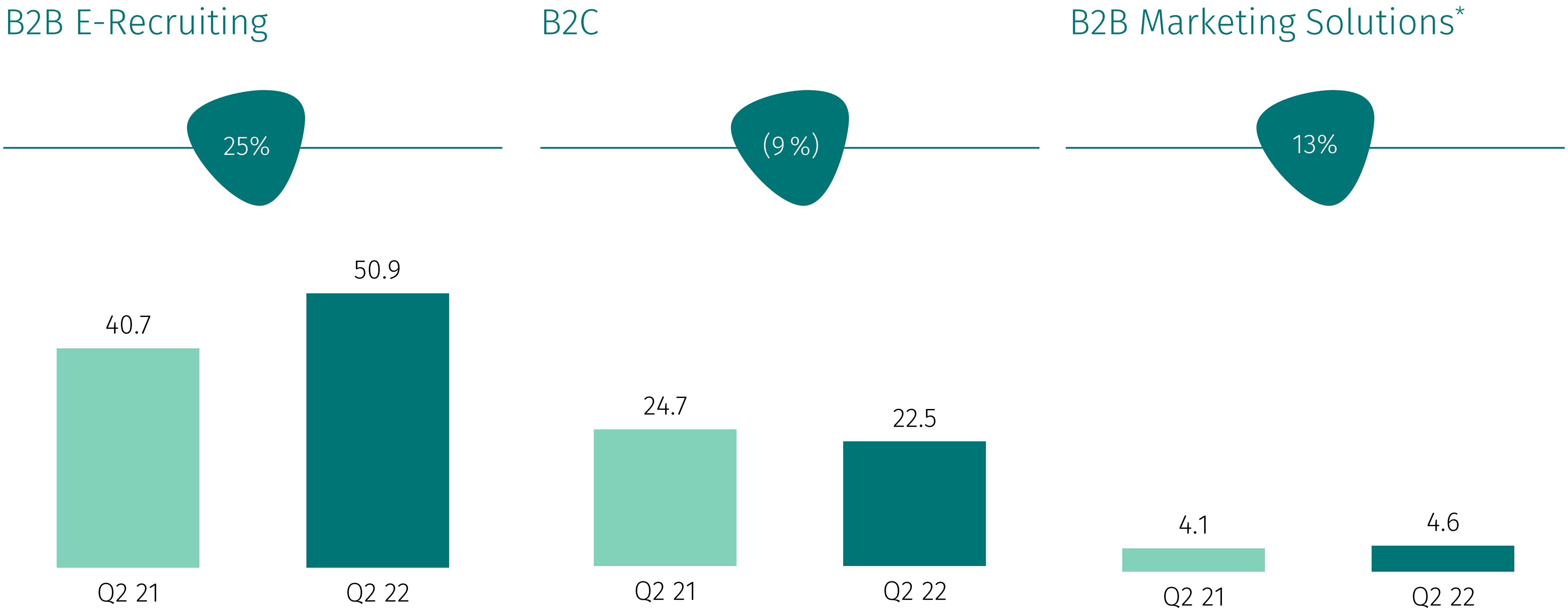
Q2 2022 SEGMENT EBITDA

	Segment EBITDA Q2 22	Q2 22 Margin	Segment EBITDA Q2 21	Q2 21 Margin	Delta Comment
B2B E-Recruiting	34.5	68%	28.0	69%	Growth in revenues and EBITDA
B2C	6.7	30%	11.5	47%	Investments in talent access, kununu salary campaign & less capitalization
B2B Marketing Solutions*	2.0	43%	2.8	69%	Q2'22 incl. "New Work Experience" offline event (margin dilutive)
Tech, Central Services & Other	(15.4)	Neg	(14.9)	Neg	
Total EBITDA	27.8	36%	27.5	40%	

Rounding differences possible

* Events discontinued

Q2 2022 SERVICE REVENUES: B2B E-RECRUITING SEGMENT GROWING 25% – ACCOUNTING FOR 65 % OF TOTAL GROUP SALES



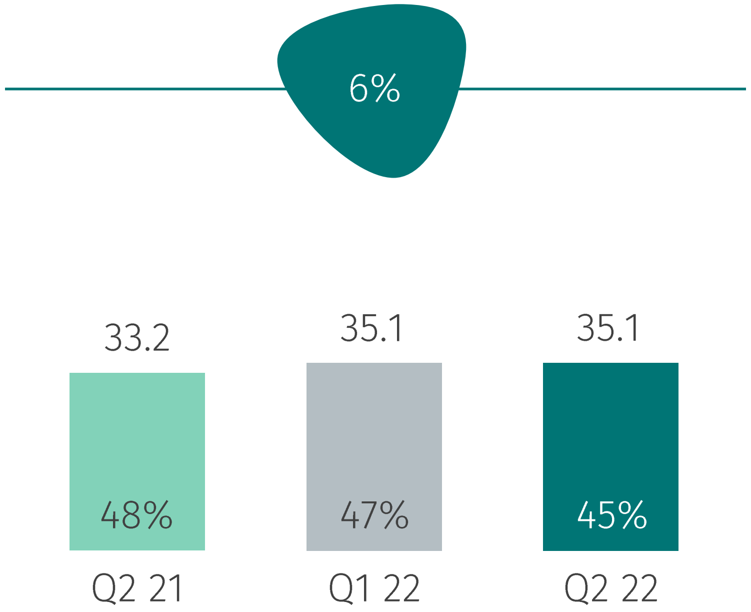
Rounding differences possible

* Events discontinued

Q2 2022 COST DEVELOPMENT

Personnel

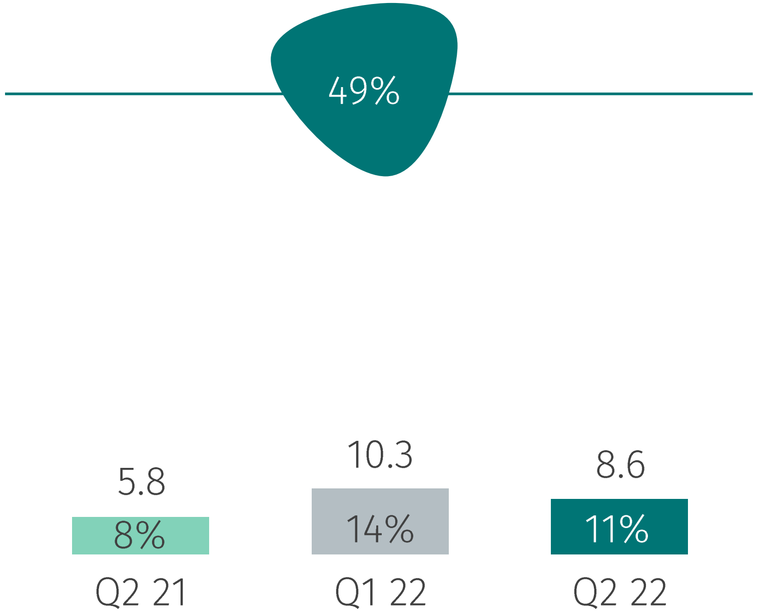
in € m and in % of service revenues



- +56 FTEs yoy
- Investments especially in go-to-market

Marketing

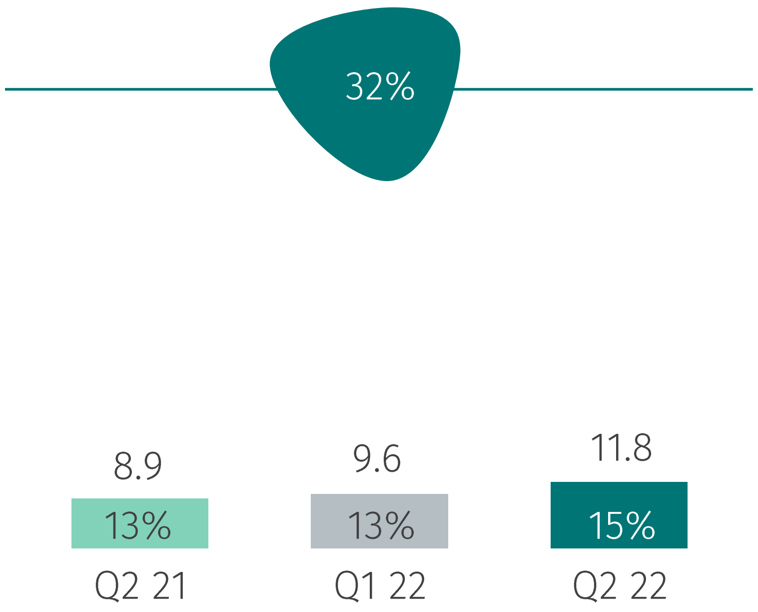
in € m and in % of service revenues



- Online display & social media
- B2B E-Recruiting media campaign
- Kununu salary data campaign

Other expenses

in € m and in % of service revenues



- External services (i.e. freelancers)
- Server hosting
- Payment processing
- Travel & entertainment
- Other

Rounding differences possible

Rounding differences possible

Q2 2022: OPERATING CASH FLOW OF €14.4M

	Q2 22	Q2 21	Q2 22 vs. Q2 21	Q1 22	Q2 22 vs. Q2 21
	Abs.	Abs.	Abs.	Abs.	Abs.
EBITDA	27.8	27.5	0.3	25.7	2.1
Interest / tax / other	(3.5)	(3.7)	0.1	(3.3)	-0.2
Change in net working capital	(9.7)	(3.9)	(5.7)	16.6	-26.3
Delta Discontinued Operations	(0.2)	(1.0)	0.8	(0.2)	0.0
Operating cash flow excl. organizer cash	14.4	18.9	(4.4)	38.8	-24.4
Investment – operating	(5.5)	(11.5)	6.0	(7.8)	2.3
Investment – acquisitions & joint venture	0.0	(2.1)	2.1	0.0	0.0
Investment – financial assets	0.0	0.0	0.0	(0.4)	0.4
Interests paid, lease liabilities, FX rate diff. & rest	(2.4)	2.3	(4.7)	0.5	-2.9
Delta Discontinued Operations	(0.2)	(0.6)	0.4	(0.4)	0.2
Cash flow excl. dividends & organizer cash	6.3	7.0	(0.6)	30.8	-24.5
Regular dividend	(15.7)	(14.6)	(1.1)	0.0	(15.7)
Special dividend	(20.0)	0.0	(20.0)	0.0	(20.0)
Cash flow excl. organizer cash	(29.4)	(7.6)	(21.8)	30.8	-60.3
Effects organizer cash	0.0	0.0	0.0	0.0	0.0
Cash flow incl. organizer cash	(29.4)	(7.6)	(21.8)	30.8	-60.3

Rounding differences possible

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PICTURE: NEW WORK SE HEADQUARTER

RESULTS PRESENTATION

Q2 2022

HAMBURG, 11 AUGUST 2022

THANK YOU
FOR YOUR ATTENTION.

NEW WORK SE

HARBOUR FOR

XING

XING E-Recruiting

XING Marketing Solutions

XING Events

InterNations connecting global minds

kununu

PRESCREEN

Honeypot

INVESTOR RELATIONS
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