

Preliminary results 2017

Hamburg, Feb 23, 2018

NEW
WORK

XING[»]

XING – Uninterrupted growth, innovation & M&A

Growth in major financial KPIs

- Revenue +26% (23% excl. M&A)
- EBITDA +22%
- Operating Cashflow +18%

Growth in major non financial KPIs

- Strongest member growth of business networks in D-A-CH w/ 2.0m net new members
- 66k (56k organic) net new paying members in D-A-CH

B2C product innovation and M&A

- Launch of new Startpage & new Messenger
- Acquisition of InterNations (worldwide leading EXPAT network)

Sustained market leadership in modern B2B E-Recruiting

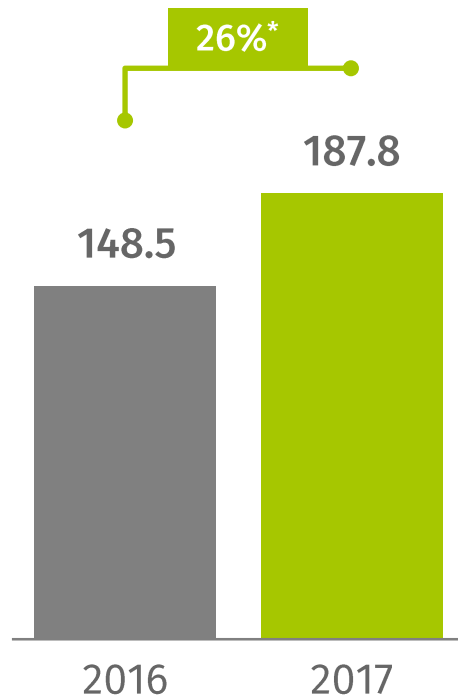
- XING TalentpoolManager (XTP) & XING E-Recruiting 360°
- Acquisition of Prescreen (fast growing applicant tracking system)

XING taking strong position in debate of future of work

Revenues, EBITDA & Cash-flow growing double digit

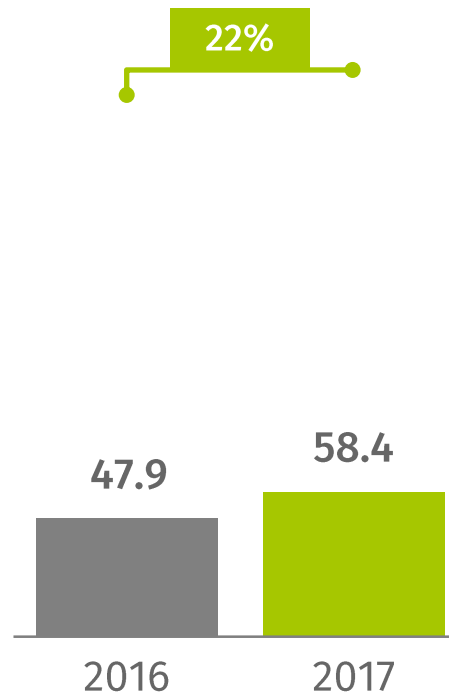
Revenues

- in €m -



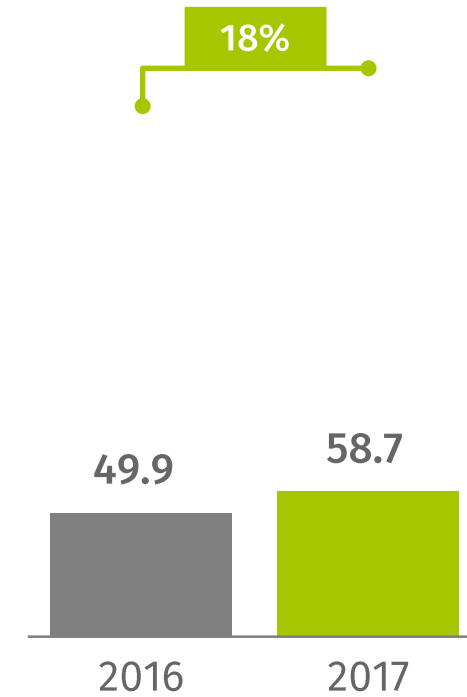
EBITDA

- in €m -



Operating cash-flow

- in €m -

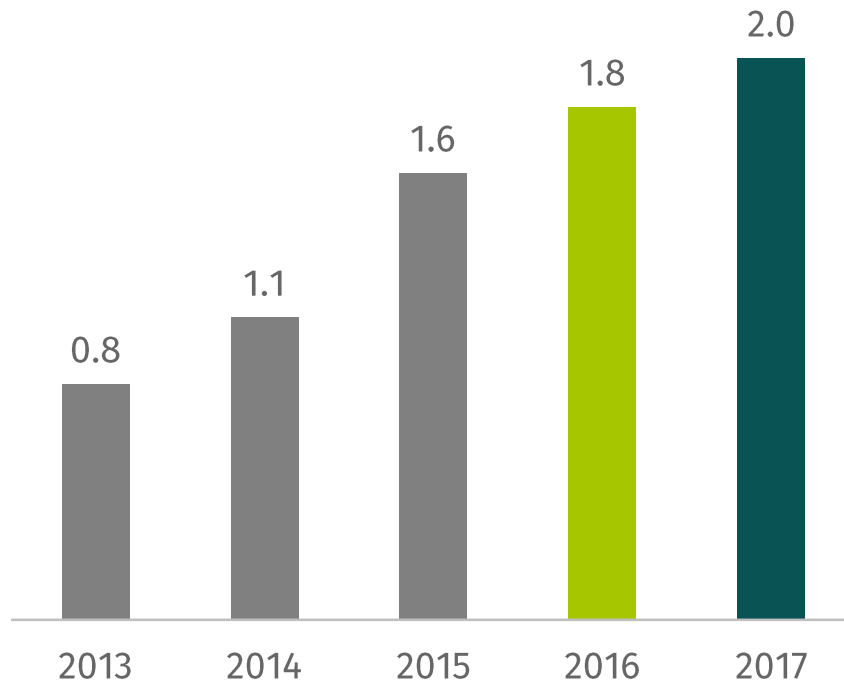


* Organic topline growth excluding one time positive effects from M&A (InterNations & Prescreen) amounts to 23% in 2017

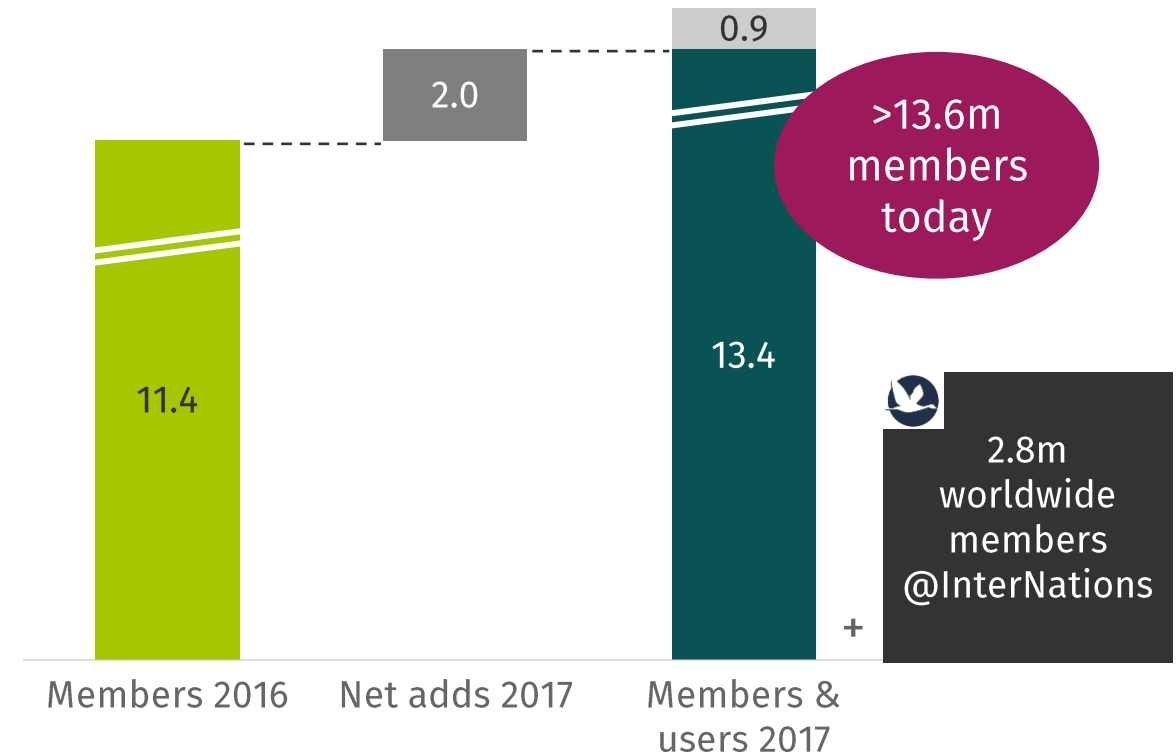


Member & payer development: 4th consecutive year of increasing growth - clear market leader

D-A-CH member growth
- in m & in 000s -



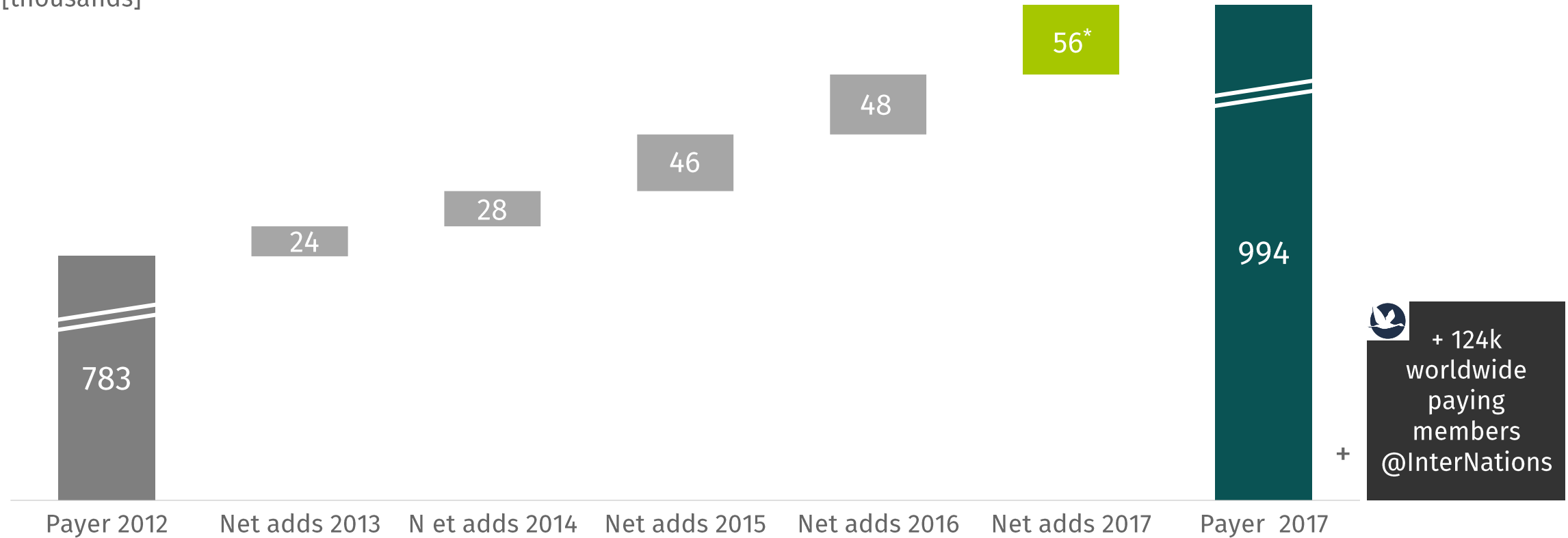
D-A-CH member base
- in m & 000s -





2017: 56k* net payer adds

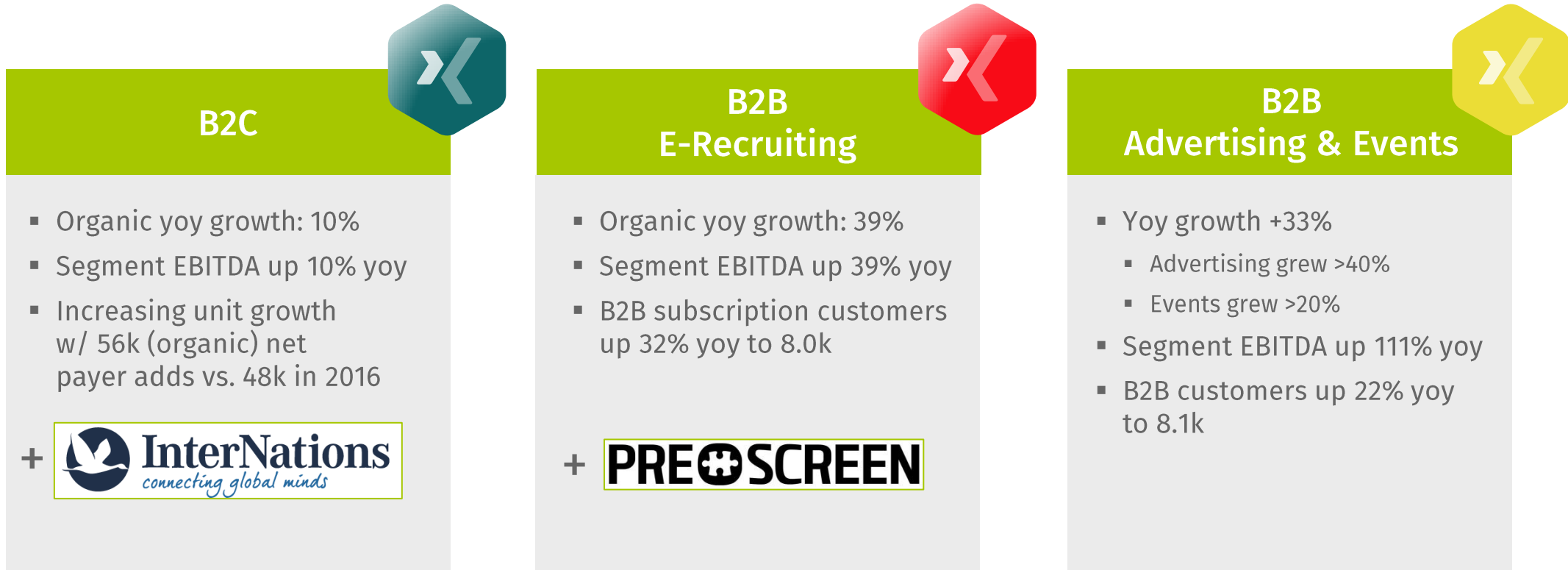
Paying member base D-A-CH
[thousands]



*Change in reporting method in connection with change of payment provider leads to ~10k payer base step increase as of Jan 1, 2017

Rounding differences are possible

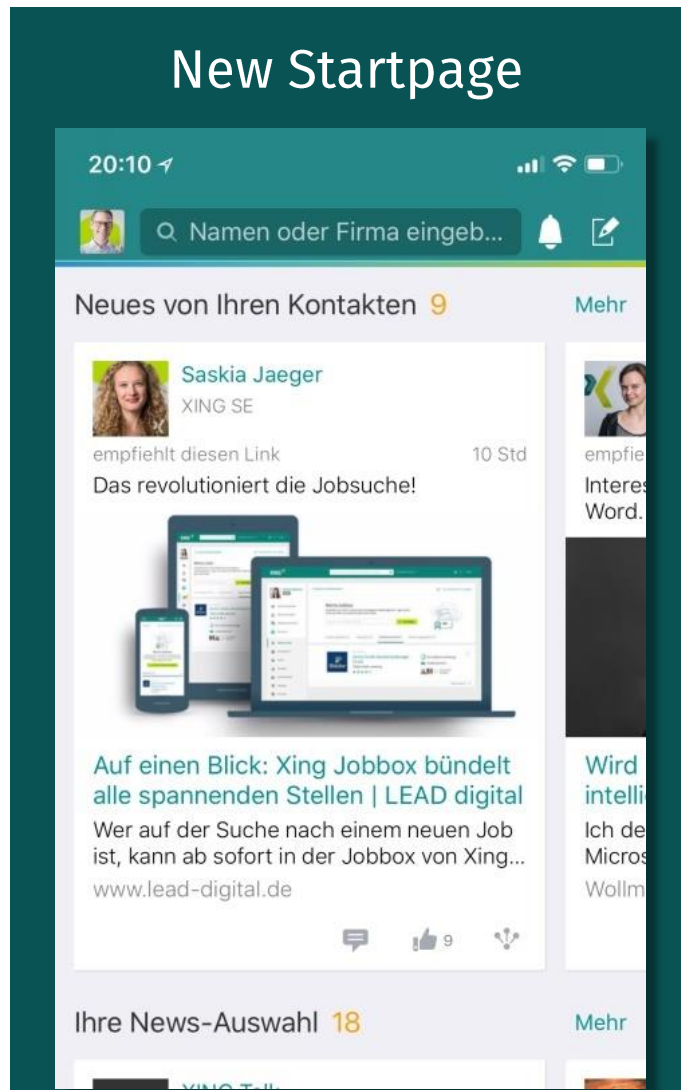
Healthy, strong double-digit growth in all segments



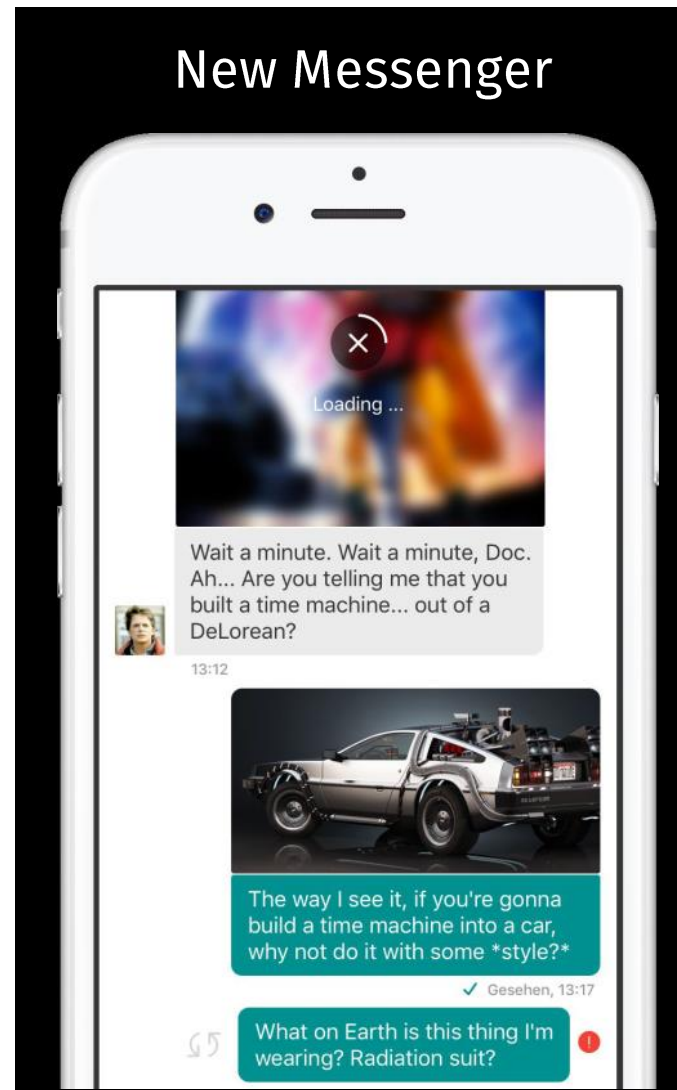


B2C: Launch of new startpage, new messenger & successful acquisition of InterNations

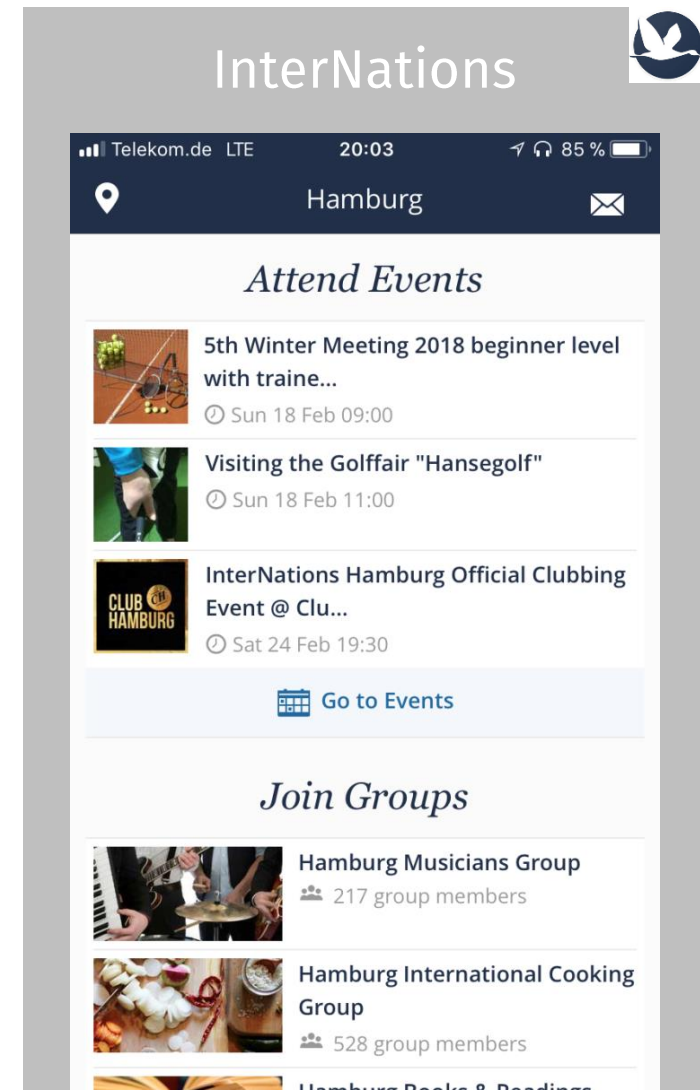
New Startpage



New Messenger



InterNations





Sustained market leadership in E-Recruiting with launch of XTP, 360° and acquisition of Prescreen

E-Recruiting 360°



Reference customers



TalentpoolManager (XTP)



Reference customers



Prescreen



Reference customers







FY 2017 Financials

2017: Strong financial performance

- Keeping up strong member growth w/ 2.0m net adds
- Strong top-line growth w/ 26% (organic: 23%)
- EBITDA within increased outlook range (€ 58-59m) w/ € 58.4m
- Operating cash-flow increased to € 58.7m
- Dividend proposal of € 1.68 per share (2016: € 1.37)

FY 2017: Revenues € 187.8 EBITDA € 58.4m

In €m	2017	2016	2017 vs. 2016	2017 vs. 2016
	Abs.	Abs.	Abs.	Rel.
Total revenue ¹	187.8	148.5	39.3	26%
Costs	(129.3)	(100.6)	28.8	(29%)
EBITDA	58.4	47.9	10.5	22%
D&A (incl. PPA)	(17.6)	(10.7)	7.0	(65%)
Financial result ²	(0.6) 1.7	(0.3)	N/A	N/A
Kununu US Joint venture	(3.6)	(2.7)	0.9	(32%)
Taxes	(13.0)	(10.7)	2.3	(21%)
Reported Net income	25.9	23.6	2.4	10%
Adjusted Net income	23.6	23.6	0.0	0%
Reported Earnings per share	4.61	4.19	0.42	10%
Adjusted Earnings per share	4.19	4.19	0.00	0%

¹⁾ Including other operating income

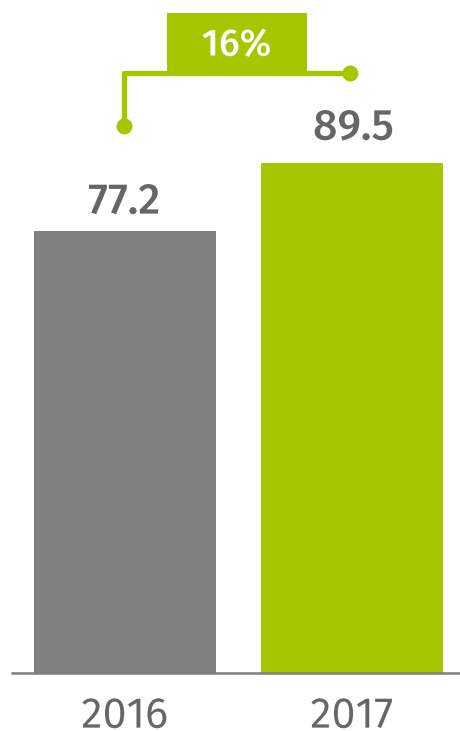
²⁾ Financial result w/ one time positive effect from release of E/O accruals of € 2.3m; adjusted financial result would be (€ 0.6m)

FY 2017: Increased EBITDA contribution by all major segments

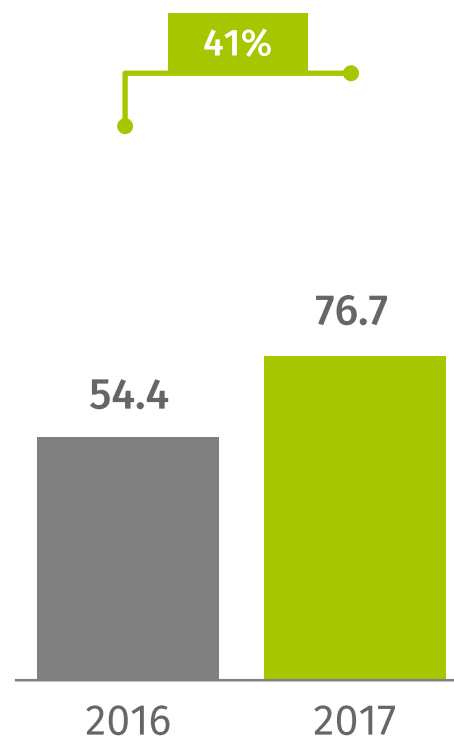
In €m	Segment EBITDA	Margin
B2C	€ 44.1m	49%
B2B E-Recruiting	€ 49.6m	65%
B2B Advertising & Events	€ 6.1m	34%
Kununu Intl.	€ 0.0m	1%
Tech, Central Services & Other	(€ 41.4m)	Neg.
Total EBITDA	€ 58.4m	31%

FY 2017: Double-digit growth in all segments

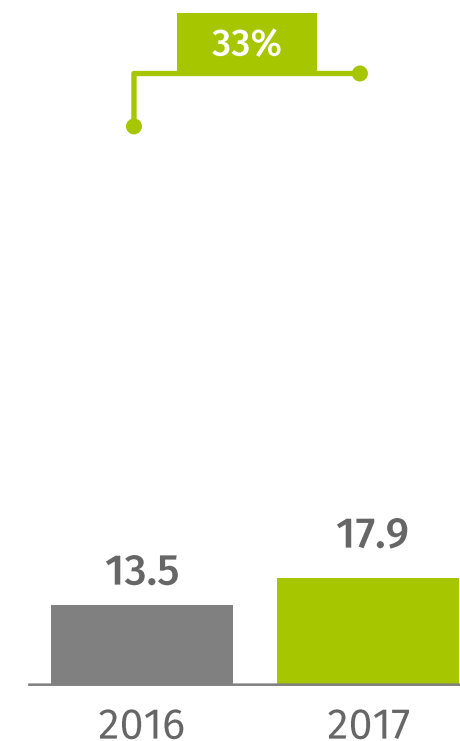
B2C
- in €m -



B2B E-Recruiting
- in €m -



B2B Advertising & Events
- in €m -



FY 2017: Operating cash-flow of € 58.7m

In €m	2017	2016	2017 vs. 2016	2017 vs. 2016
	Abs.	Abs.	Abs.	Rel.
EBITDA	58.4	47.9	10.5	22%
Interest / tax / ESOP / Earn-out accruals	(9.1)	(6.9)	(2.2)	(31%)
Change in net working capital	9.4	8.9	0.5	6%
Operating cash flow excl. organizer cash	58.7	49.9	8.8	18%
Investment – operating	(33.4)	(24.6)	(8.8)	(36%)
Investment – acquisitions & JV	(29.5)	(5.7)	(23.8)	(420%)
Investment & Disposal of financial assets	(30.0)	0.0	(30.0)	N/A
Interest paid & exchange rate differences	(0.2)	(0.1)	(0.1)	(244%)
Free cash flow excl. dividends & organizer cash	(34.4)	19.6	(53.8)	N/A
Regular dividend	(7.7)	(5.8)	(1.9)	(33%)
Special dividend	(9.0)	(8.4)	(0.6)	(7%)
Free cash flow excl. organizer cash	(51.1)	5.4	(45.5)	N/A
Effects organizer cash	1.0	0.2	0.8	355%
Free cash flow incl. organizer cash	(50.1)	5.6	(44.3)	N/A



Q4 2017 Financials

Q4 2017: Revenues € 53.3m, EBITDA € 14.7m

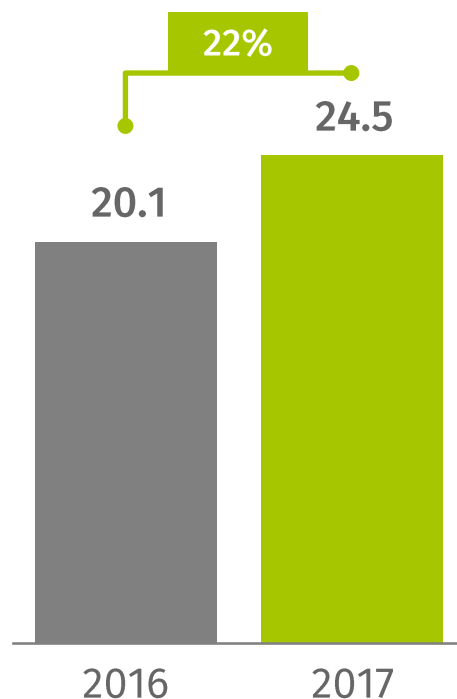
In €m	Q4/2017	Q3/2017	Q4/2017 vs. Q3/2017	Q4/2016	Q4/2017 vs. Q4/2016
	Abs.	Abs.	Rel.	Abs.	Rel.
Total revenue ¹	53.3	48.3	10%	40.2	33%
Costs	(38.6)	(31.9)	(21%)	(28.1)	(37%)
EBITDA	14.7	16.4	(10%)	12.2	21%
Margin	28%	34%	(4%pts)	30%	(2%pts)
D&A (incl. PPA)	(8.0)	(3.6)	(126%)	(3.5)	(132%)
Financial result ²	(0.4) 1.4	(0.1)	N/A	(0.2)	N/A
Kununu Joint Venture	(0.7)	(0.8)	15%	(1.0)	37%
Taxes	(2.6)	(4.0)	36%	(2.1)	(24%)
Reported Net income	4.9	8.0	(39%)	5.4	(10%)
Adjusted Net income	3.0	8.0	(62%)	5.4	(44%)
Reported Earnings per share	0.86	1.42	(40%)	0.96	(38%)
Adjusted Earnings per share	0.54	1.42	(62%)	0.96	(44%)

¹⁾ Including other operating income

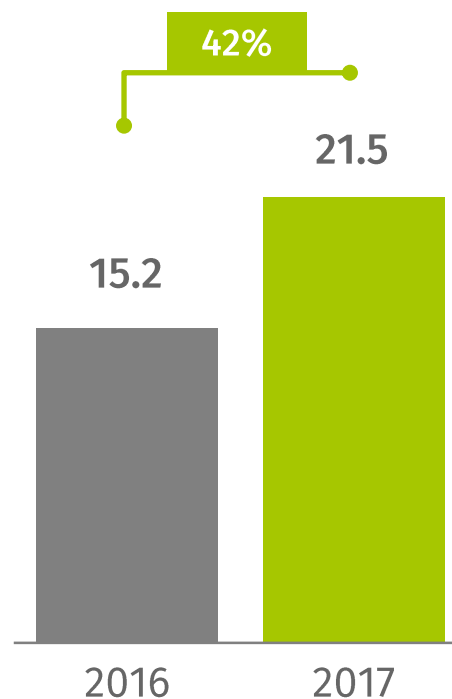
²⁾ Financial result w/ one time positive effect from release of E/O accruals of € 1.8m; adjusted financial result would be (0.4m)

Q4 2017: All segments growing

B2C
- in €m -



B2B E-Recruiting
- in €m -



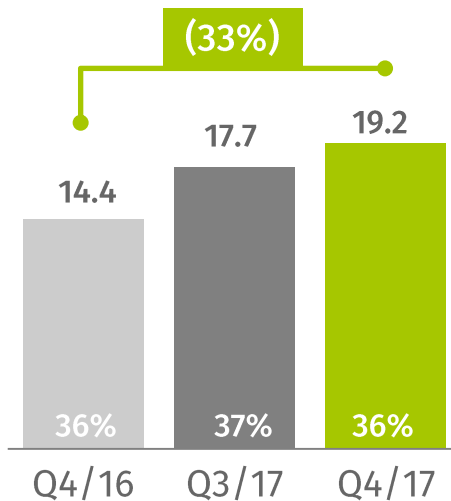
B2B Advertising & Events
- in €m -



Q4 2017: Cost development

Personnel

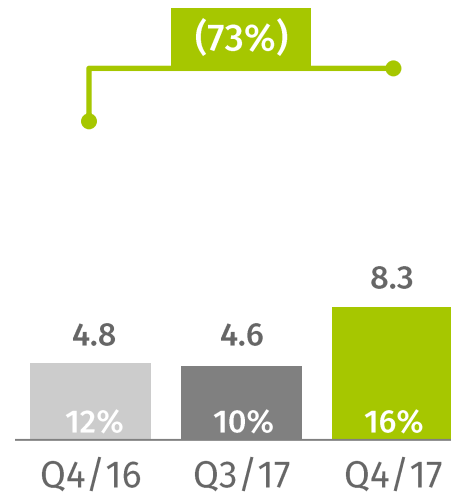
- in € m in % of total revenue -



- +247 FTE's (incl. 122 through M&A)
- Investment in product/tech org & sales/marketing
- Incl. non operating costs

Marketing

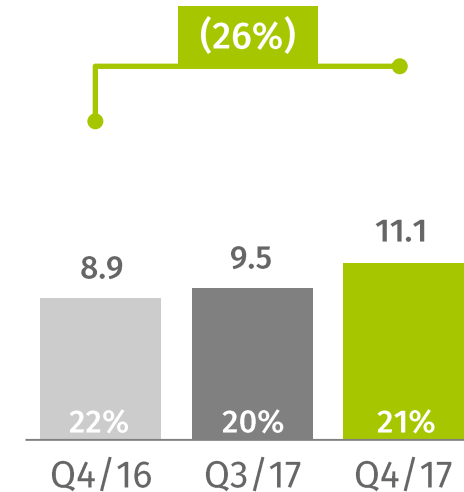
- in € m in % of total revenue -



- Online display & social media
- SEM
- Offline expenditures (Conferences & events, print)
- Affiliate

Other expenses

- in € m in % of total revenue -



- External services, legal, audit & consulting
- Payment processing, server hosting
- Rent & other costs

Q4 2017: Operating cash-flow of € 9.6m

In €m	Q4 2017	Q3 2017	Q4 2017 vs. Q3 2017	Q4 2016	Q4 2017 vs. Q4 2016
	Abs.	Abs.	Abs.	Abs.	Abs.
EBITDA	14.7	16.4	(1.7)	12.2	2.6
Interest / tax / ESOP / Earn-out accruals	(3.1)	(2.1)	(1.0)	(2.7)	(0.4)
Change in net working capital	(2.0)	6.7	(8.7)	1.2	(3.2)
Operating cash flow excl. organizer cash	9.6	16.9	(7.3)	10.7	(1.1)
Investment – operating	(10.2)	(9.2)	(1.0)	(9.6)	(0.6)
Investment – acquisitions & JV	(0.1)	(25.4)	25.3	0.0	(0.1)
ESOP & transaction of own shares	0.0	(0.0)	0.0	0.0	0.0
Interests paid & exchange rate differences	(0.1)	0.0	(0.1)	0.0	(0.0)
Free cash flow excl. dividends & organizer cash	(0.9)	(17.8)	17.0	1.1	(2.0)
Regular dividend	0.0	0.0	0.0	0.0	0.0
Special dividend	0.0	0.0	0.0	0.0	0.0
Free cash flow excl. organizer cash	(0.9)	(17.8)	17.0	1.1	(2.0)
Effects organizer cash	(2.2)	1.5	(3.7)	(3.1)	0.9
Free cash flow incl. organizer cash	(3.1)	(16.3)	13.2	(2.0)	(1.0)

Rounding differences are possible

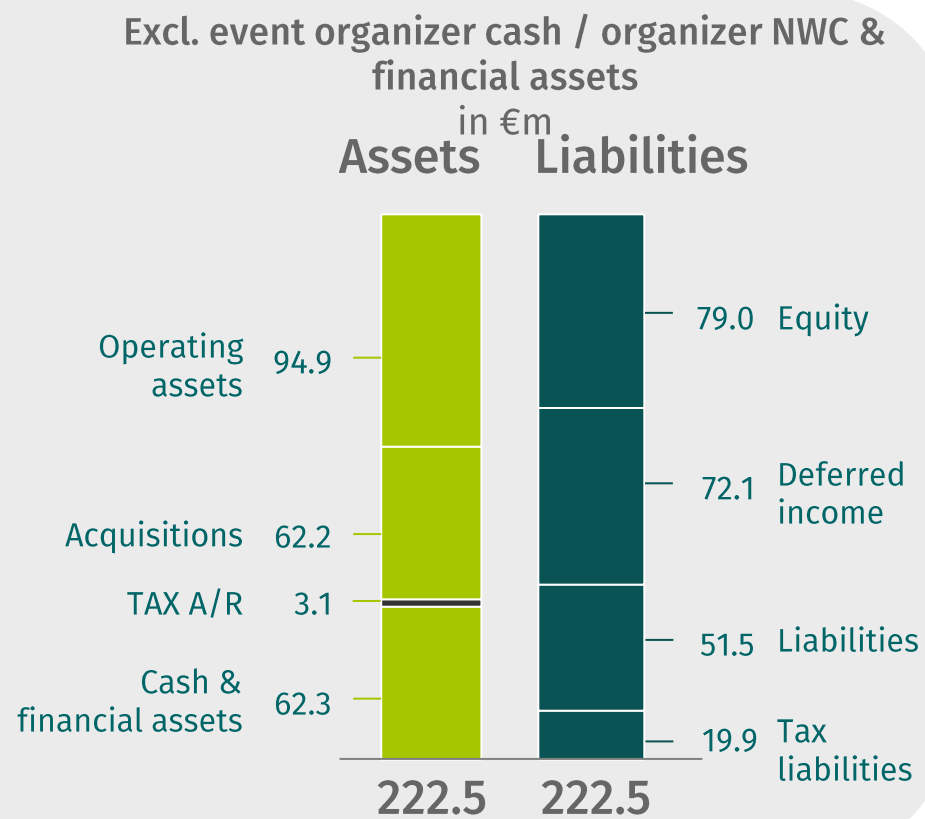
Proposal for regular dividend of € 1.68 per share

	2017	2016	▲
E/O adjusted net income	€ 23.6m	€ 23.6m	0%
#Shares (weighted)	5.6m	5.6m	N/A
E/O adjusted earnings per share	€ 4.19	€ 4.19	0%
Regular dividend per share	€ 1.68	€ 1.37	+23%

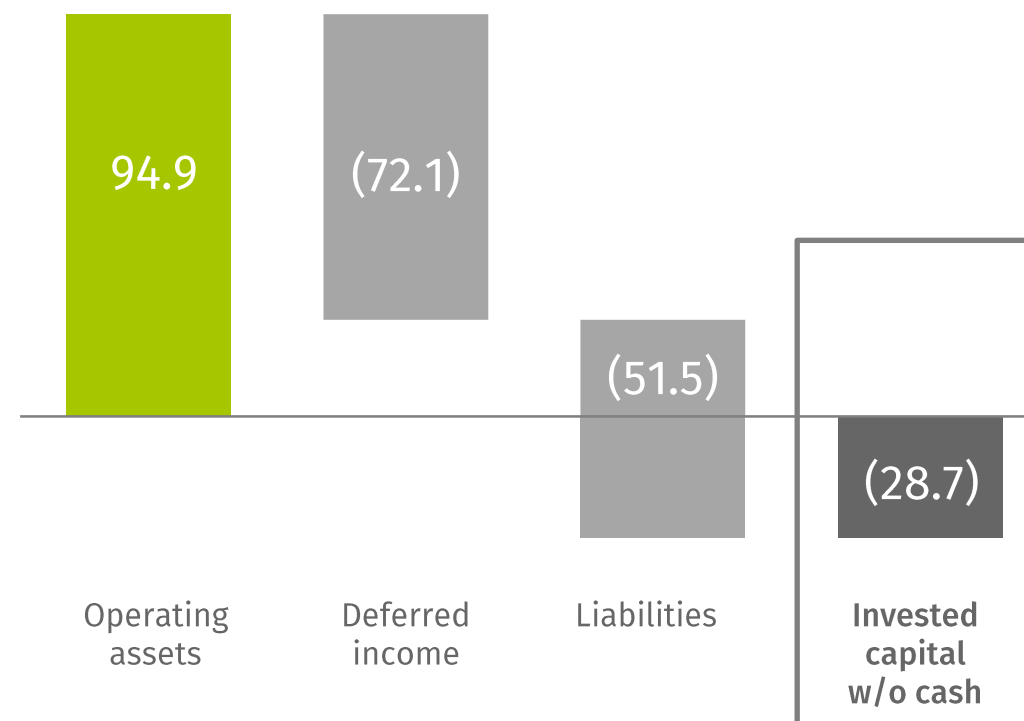
No restriction for future growth given cash-generative business model

**Thank you
for your attention.**

Negative invested capital from shareholders' perspective



Rounding differences are possible





Consensus, investor information & contact details

Investor Relations contact details & social media channels



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