XING Q3 2016 Results Presentation

Hamburg, November 7, 2016

XING

Executive Summary

Yet another strong quarter!

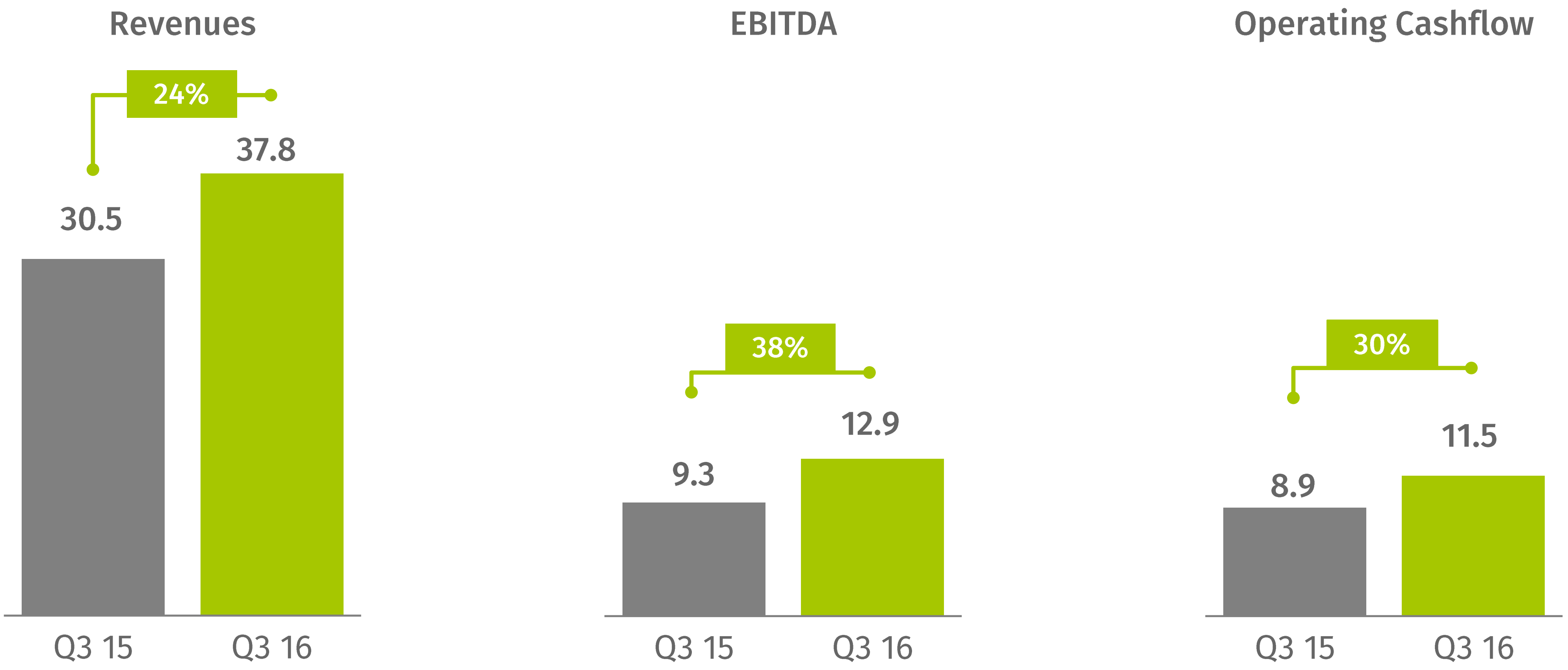
Strong financial KPIs Q3'16

- Revenue +24%
- EBITDA +38%
- Net income +38%

Strong operating KPIs Q3'16

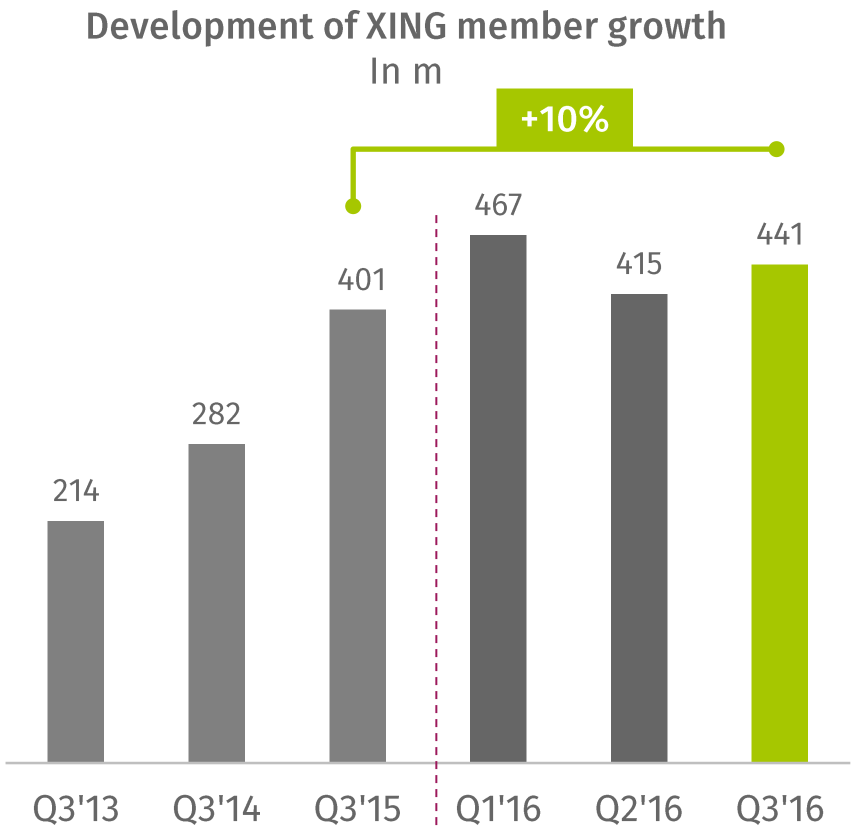
- 441k net new members
- 11k net new paying members

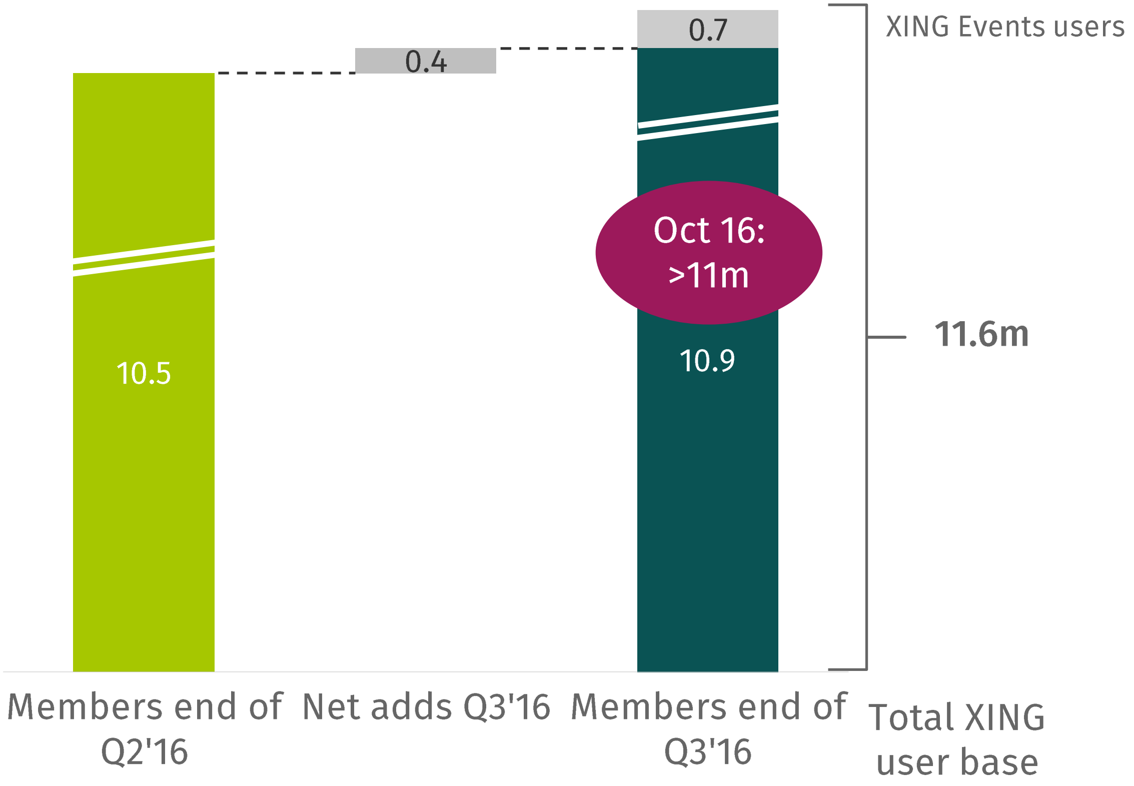
Strong financial performance
Revenue +24%; EBITDA +38%; OpCF+30%



Rounding differences are possible

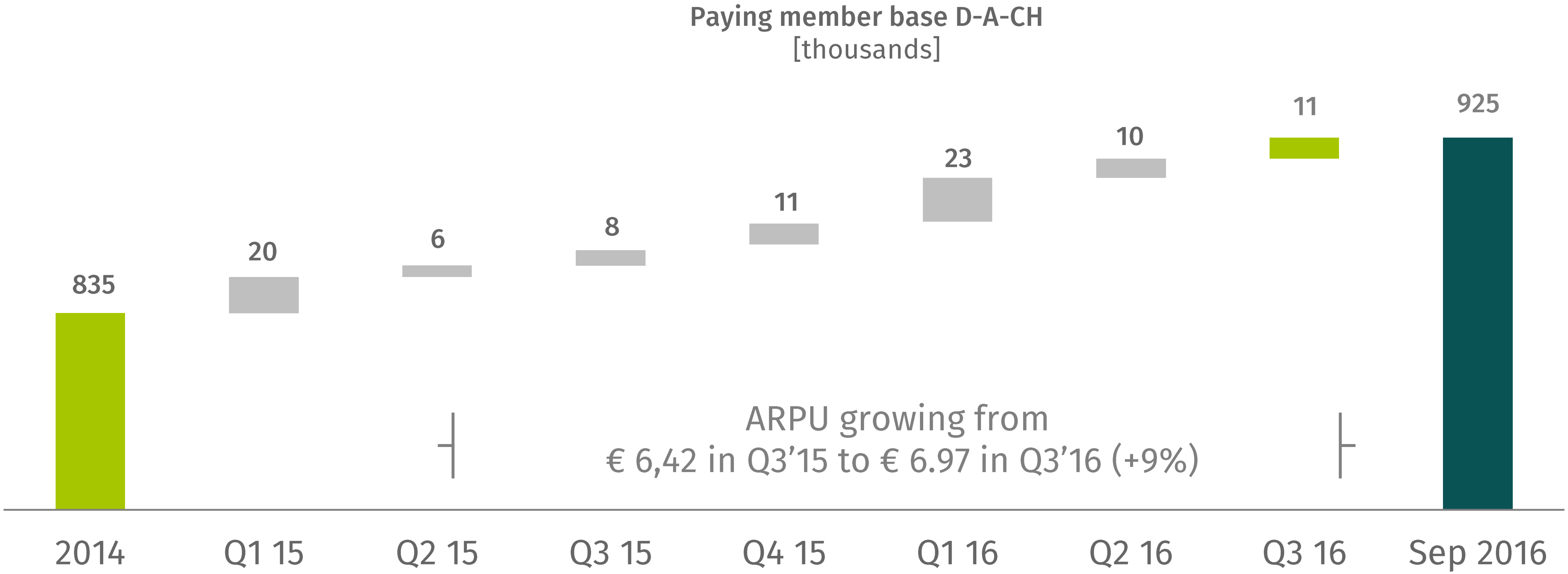
Q3'16: Yet another strong quarter
441k net member adds - highest Q3 growth in history





Rounding differences are possible

Q3'16: 11k net payer adds – continuing ARPU growth



Rounding differences are possible
ARPU includes all XING paid memberships

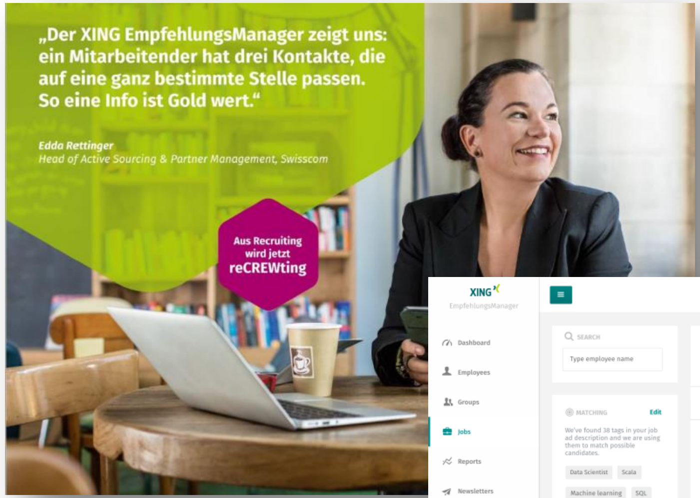
XING Klartext successfully established as relevant business media in German speaking countries

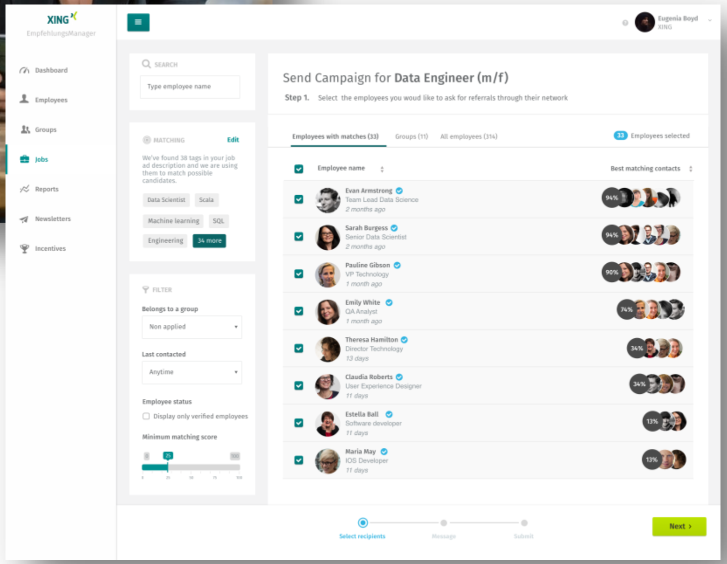
- **1 year "klartext"**
  - \>5m article views
  - 600 authors (i.e. Dr. Frank Appel, Markus Schenk, Andrea Nahles etc.)

- **Branchen Insider and News pages** complete offering w/ >2m followed pages, >300 partner pages, >100 industry insiders since launch

New XING referral manager (XRM) solution introduced in October

- XING referral manager addressing todays HR challenges
  - 2/3 companies have problems filling open positions
  - 1/3 of companies need 6+ months to fill open positions
  - XRM helps companies to leverage their current employees network for referral management





Q3 2016
Financial Results

Q3 financials

- Ongoing strong quarterly member growth w/ 441k net adds
- Revenue growth at 24% yoy
- EBITDA at €12.9m
- Strong operating cash-flow w/ €11.5m

Q3 2016 P&L: €37.8m revenues; €12.9m EBITDA

	Q3 2016	Q3 2015	Q3 2016 vs. Q3 2015	Q2 2016	Q3 2016 vs. Q2 2016
	Abs.	Abs.	Rel.	Abs.	Rel.
Total revenue[1]	37.8	30.5	24%	36.2	4%
Costs	(24.8)	(21.1)	(18%)	(23.8)	(4%)
EBITDA	12.9	9.3	38%	12.4	4%
Margin	34%	31%	4%pts	34%	0%pts
D&A	(2.5)	(2.4)	(5%)	(2.5)	(2%)
Financial result	(0.1)	(0.1)	(29%)	0.0	N/A
At equity consolidated companies (JV)	(0.9)	0.0	N/A	(0.7)	(23%)
Taxes	(3.0)	(2.2)	(36%)	(2.9)	(3%)
Net result	6.4	4.6	38%	6.4	0%
EPS	1.14	0.83	37%	1.14	0%

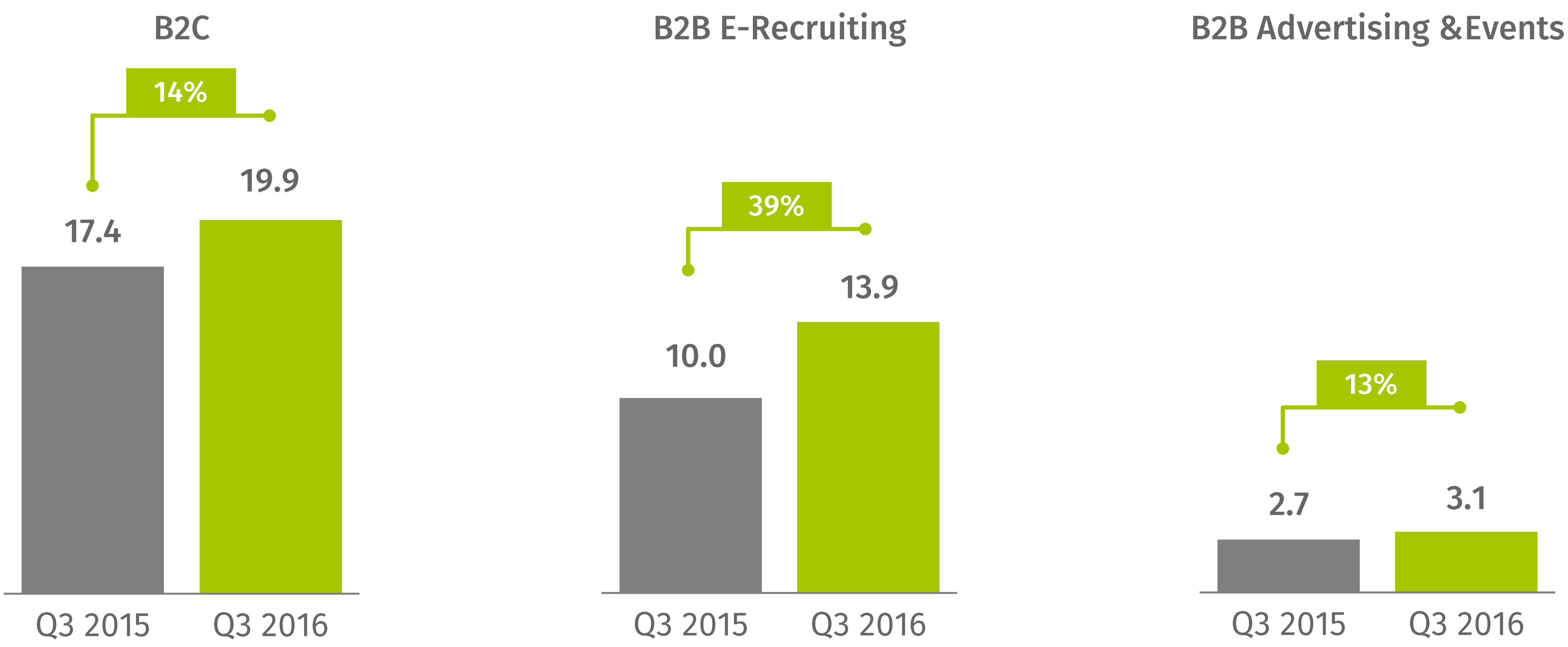
Rounding differences are possible

Q3 2016: EBITDA contribution by segment

	Segment EBITDA	Q3 16 Margin	Q3 15 Margin
B2C	€ 10.5m	53%	59%
B2B E-Recruiting	€ 9.1m	65%	61%
B2B Advertising & Events	€ 0.4m	13%	18%
(Kununu) International	€ 0.1m	23%	N/A
Tech, Central Services & Other	(€ 7.2m)	N/A	N/A
Total EBITDA	€ 12.9m	**34%**	**31%**

Rounding differences are possible

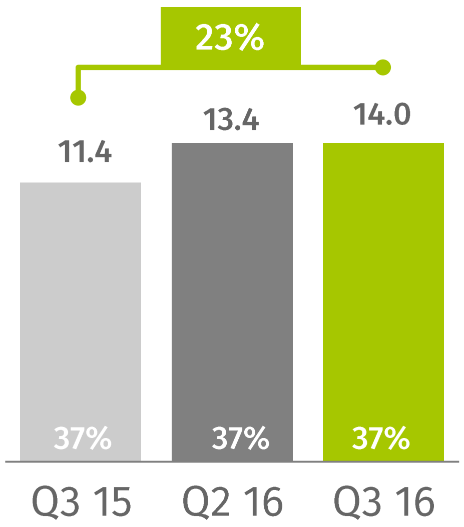
Q3 2016: E-Recruiting revenue growing 39%



Rounding differences are possible

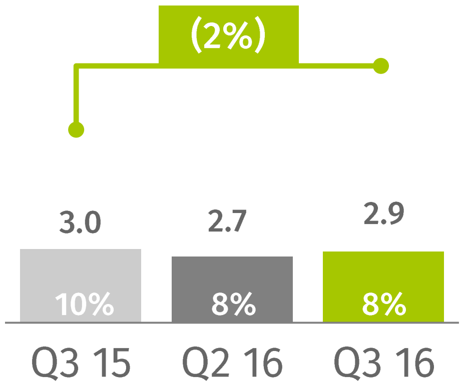
Q3 2016: Cost development

Personnel
in € m in % of total revenue



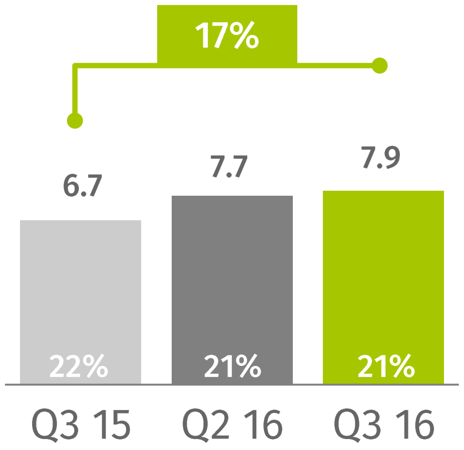
- +139 FTE‘s
- Investment in product/tech org & sales/marketing
- Incl. non operating costs

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
- Rent
- Server hosting
- Payment processing
- Travel & Entertainment
- Other

Q3 2016: Operating cash flow of € 11.5m

	Q3 2016	Q3 2015	Q3 2016 vs. Q3 2015	Q2 2016	Q3 2016 vs. Q2 2016
	Abs.	Abs.	Abs.	Abs.	Abs.
EBITDA	12.9	9.3	3.6	12.4	0.5
Interest / tax / ESOP / earn-out accruals /other	(1.4)	(2.0)	0.6	(1.7)	0.3
Change in net working capital	0.0	1.6	(1.6)	4.2	(4.1)
Operating cash flow excl. organizer cash	11.5	8.9	2.6	14.9	(3.4)
Investment – operating	(4.3)	(4.0)	(0.3)	(5.7)	1.5
Investment – acquisitions & joint venture	0.0	(0.8)	0.8	(3.0)	3.0
Capital increase from ESOP & sale/purchase of own shares	0.0	2.1	(2.1)	0.0	0.0
Interests paid & exchange rate differences	(0.1)	(0.0)	(0.0)	0.0	(0.0)
Cash flow excl. dividends & organizer cash	7.2	6.1	1.1	6.2	1.0
Regular dividend	0.0	0.0	0.0	(5.8)	5.8
Special dividend	0.0	0.0	0.0	(8.4)	8.4
Cash flow excl. organizer cash	7.2	6.1	1.1	(8.0)	15.2
Effects organizer cash	2.0	1.7	0.3	(0.5)	2.5
Cash flow incl. organizer cash	9.2	7.8	1.4	(8.5)	17.7

Rounding differences are possible

Thank you
for your attention.

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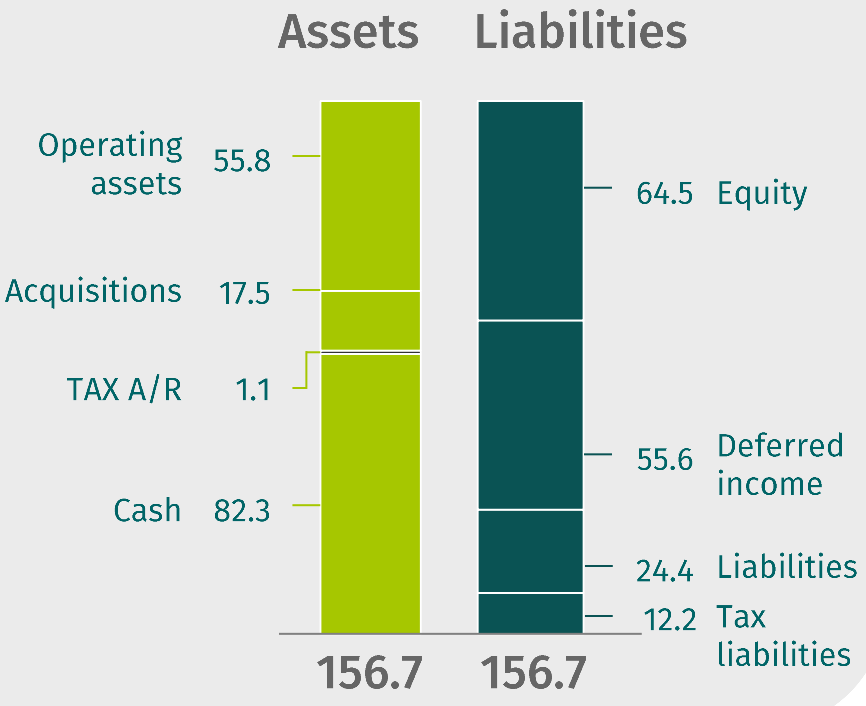
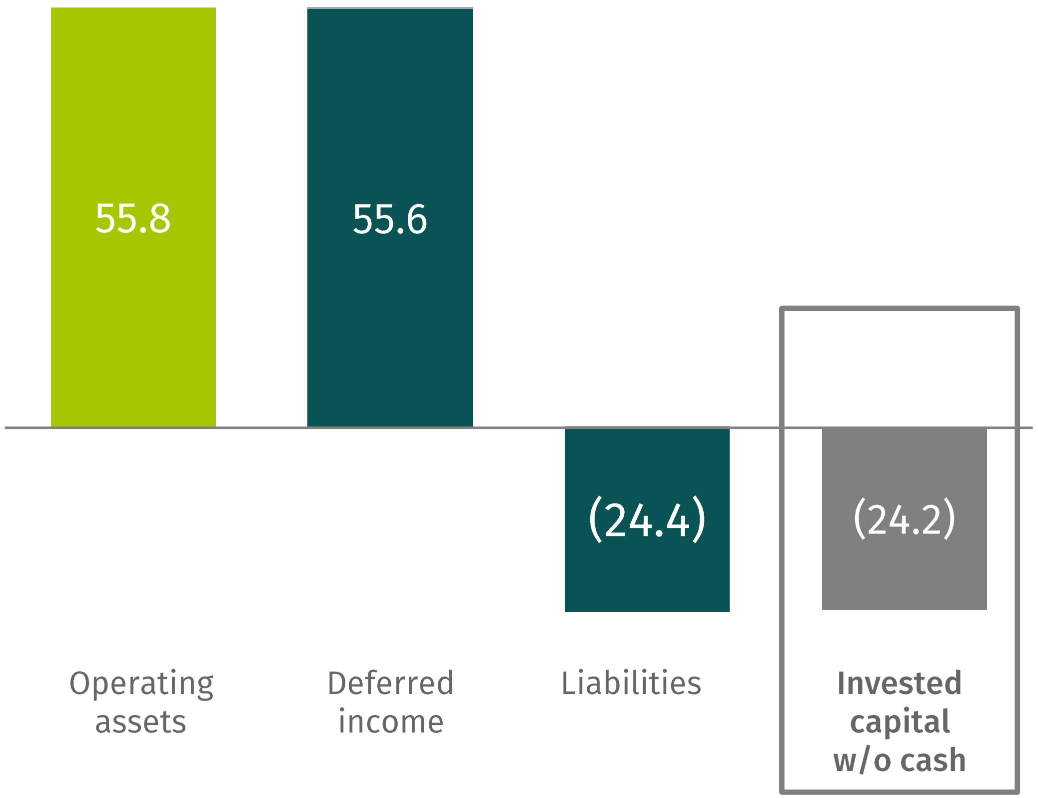
Backup

Negative invested capital from shareholders' perspective

Excl. event organizer cash and NWC
in €m





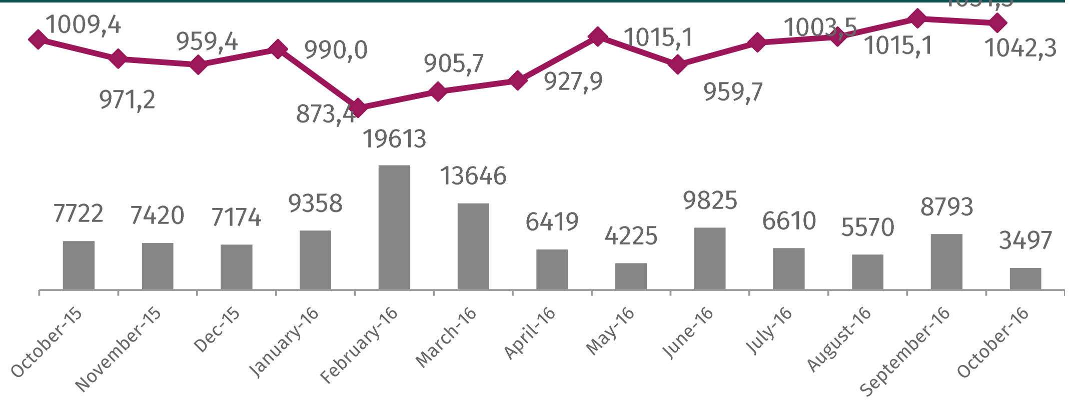
Rounding differences are possible

Consensus, investor information & contact details

XING AG IR stats
Market cap: ~€ 1bn / >€ 75m cash / no debt

Consensus from 10 brokers collected by XING IR	2016e	2017e	2018e
Total revenues	**146.0**	**171.7**	**200.3**
EBITDA	**46.4**	**58.3**	**70.8**
Margin	32%	34%	35%
D&A	-10.6	-11.8	-12.7
EBIT	**36.3**	**46.0**	**56.7**
Margin	25%	27%	28%
Net income	32%	34%	35%
EPS in €	4.33	5.45	6.74
DPS in €	1.70	2.70	3.45

Average trading volume per day (XETRA) & Market Cap (in € m)



Analyst coverage	Bankhaus Metzler, Berenberg Bank, Commerzbank, Deutsche Bank, Goldman Sachs, Hauck & Aufhäuser, Jefferies, MM Warburg, Montega, Oddo Seydler
Shares	5,620,435

Burda Digital GmbH (DE)	50.26%
Deutsche Asset & Wealth Mngt. (DE)	4.95%
Oppenheimer (US)	5.04%
Union Investment (DE)	4.98%
Wasatch Advisors (US)	3.02%
Rest	31.75%

Numbers based on last filing – actual shareholdings can differ

Investor Relations
contact details & social media channels

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