Q1 2018 - Results Presentation

Hamburg, May 3rd, 2018

XING

Executive Summary - Strong start to 2018

Financial KPIs

- Revenues* +28% (excl. M&A +21%)
- EBITDA* +19%
- Operating cash flow* +23%

Operating KPIs

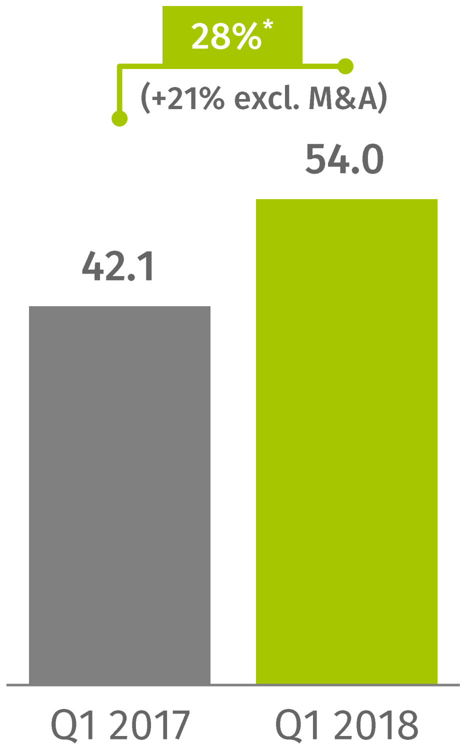
- 545k net new members
- 16k net new paying members
- 36% growth rate in B2B E-Recruiting customers (subscriptions)
- Introduction of new startpage & crypto messenger (B2C), XING privacy hub and Smart Pools (B2B)

* Q1 2017 values retroactively adjusted according to IFRS 15/16

Revenues, EBITDA & cash flow with double-digit growth

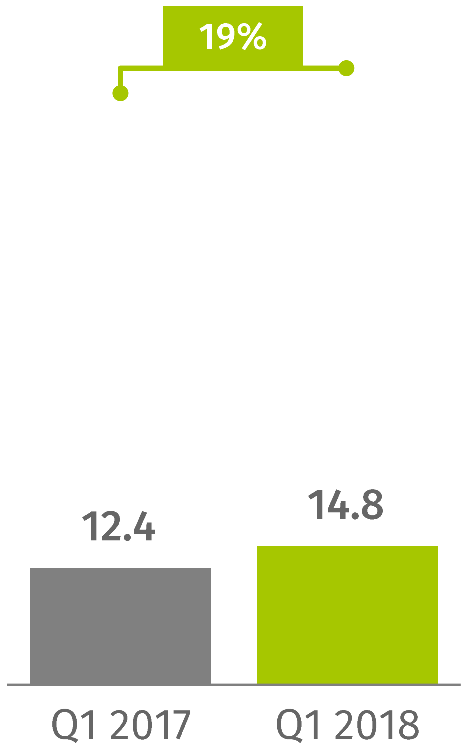
Revenues

- in €m -



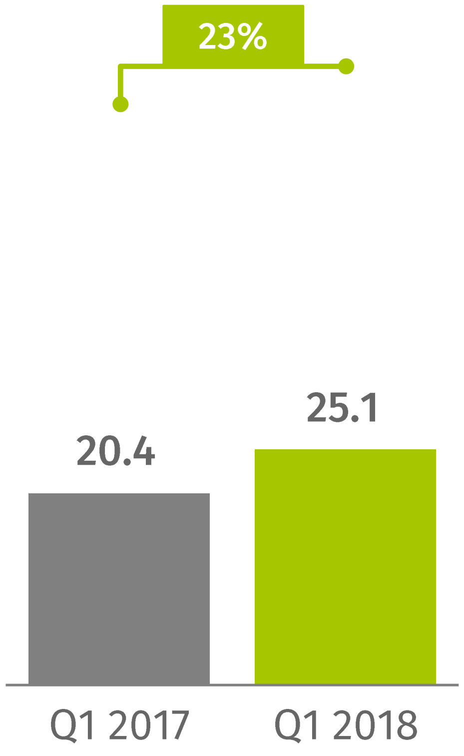
EBITDA

- in €m -



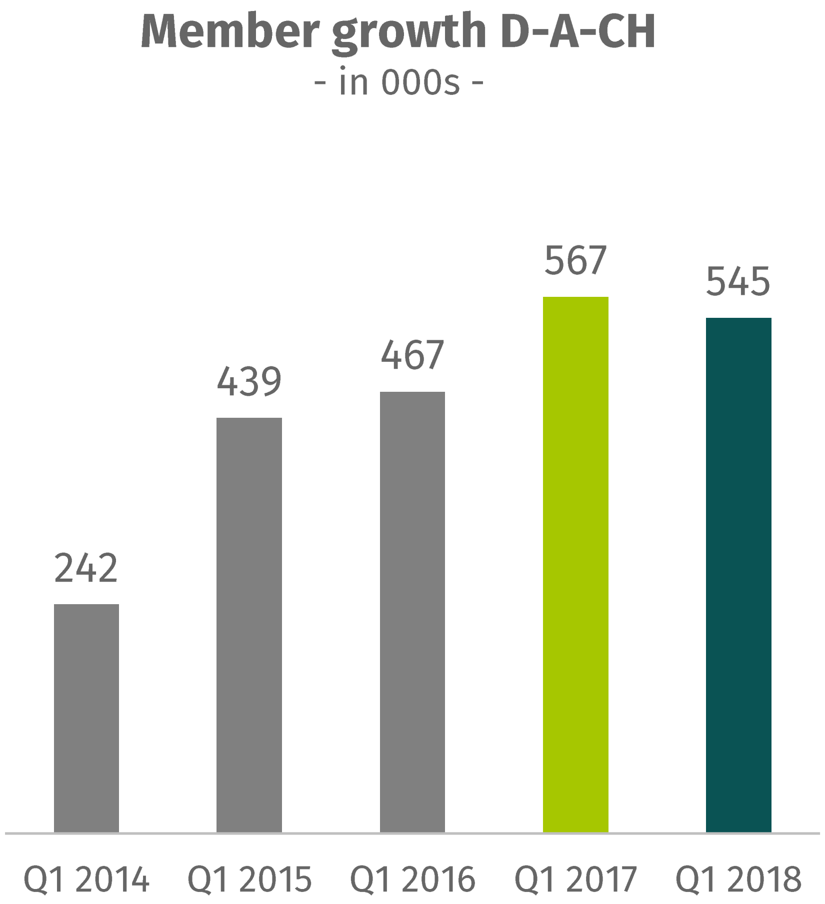
Operating cash flow

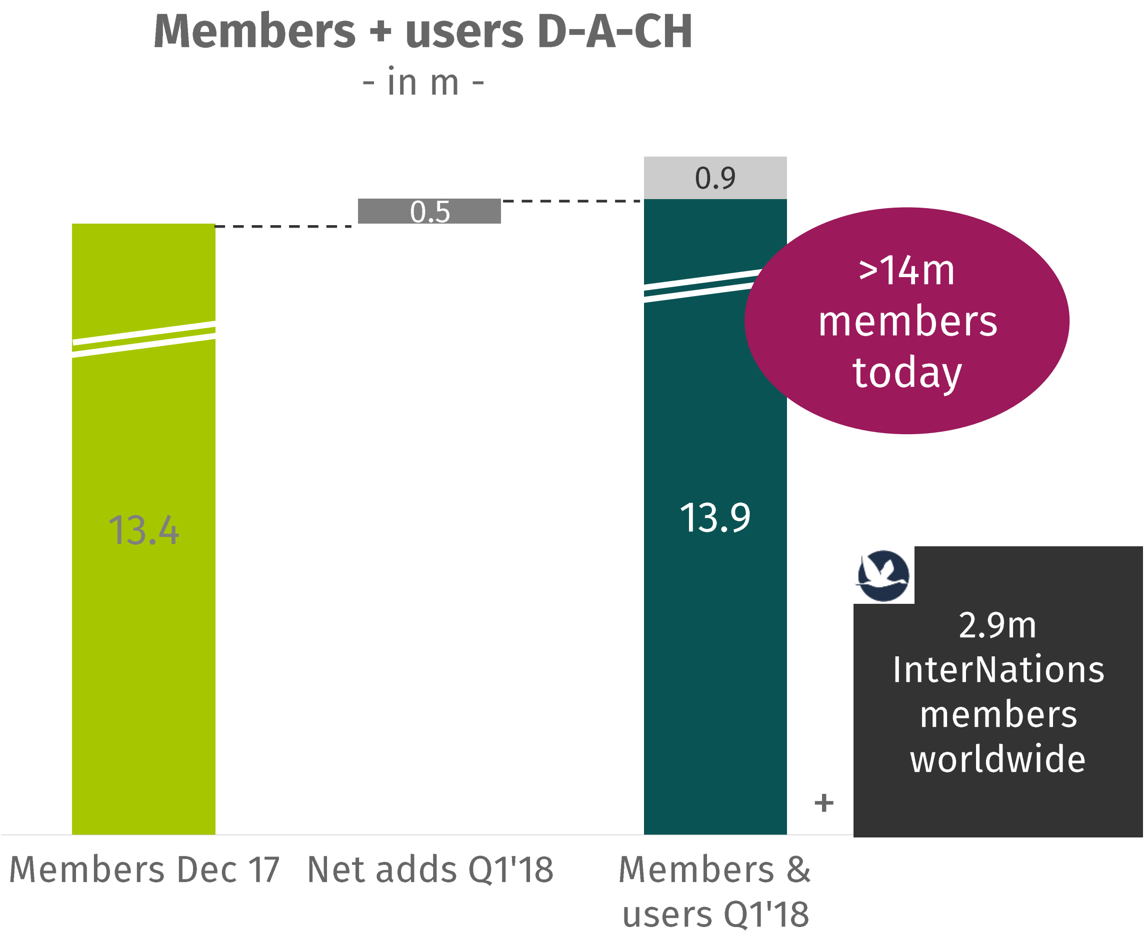
- in €m -



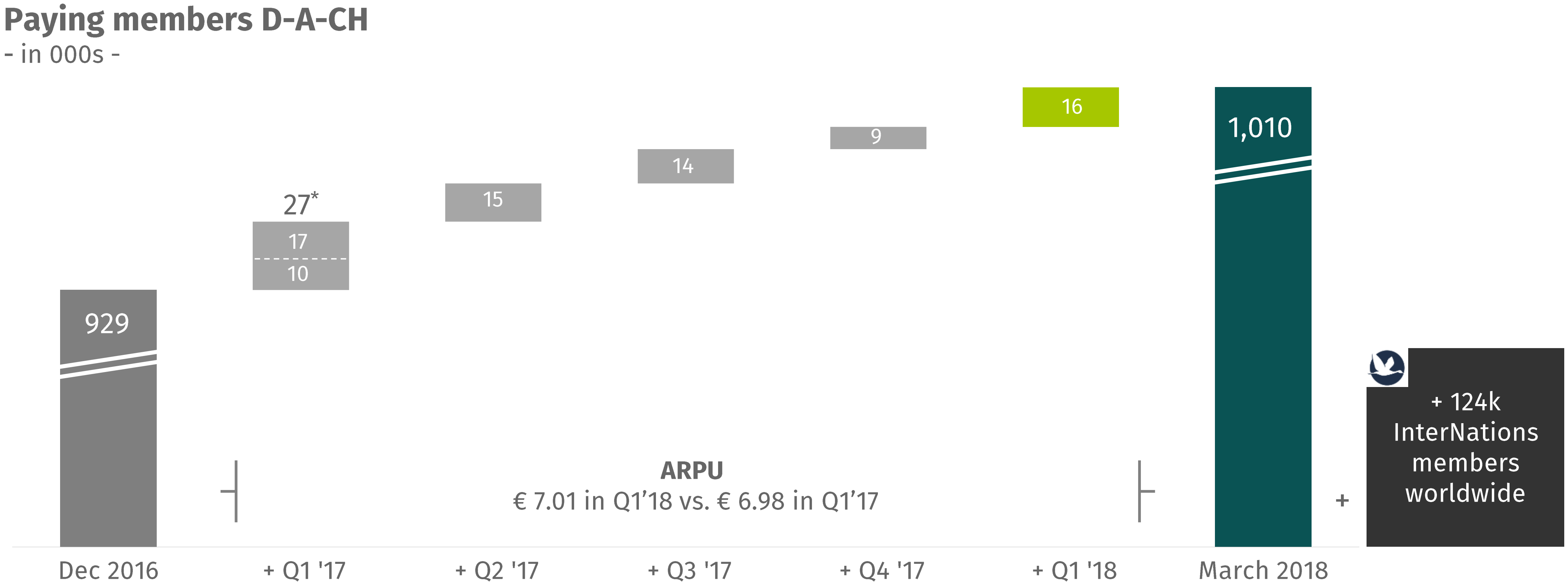
* Organic topline growth excluding one-time positive effects from M&A (InterNations & Prescreen) amounts to 21% in Q1 2018
** 2017 values adjusted retroactively according to IFRS 15/16

Ongoing strong net new member adds





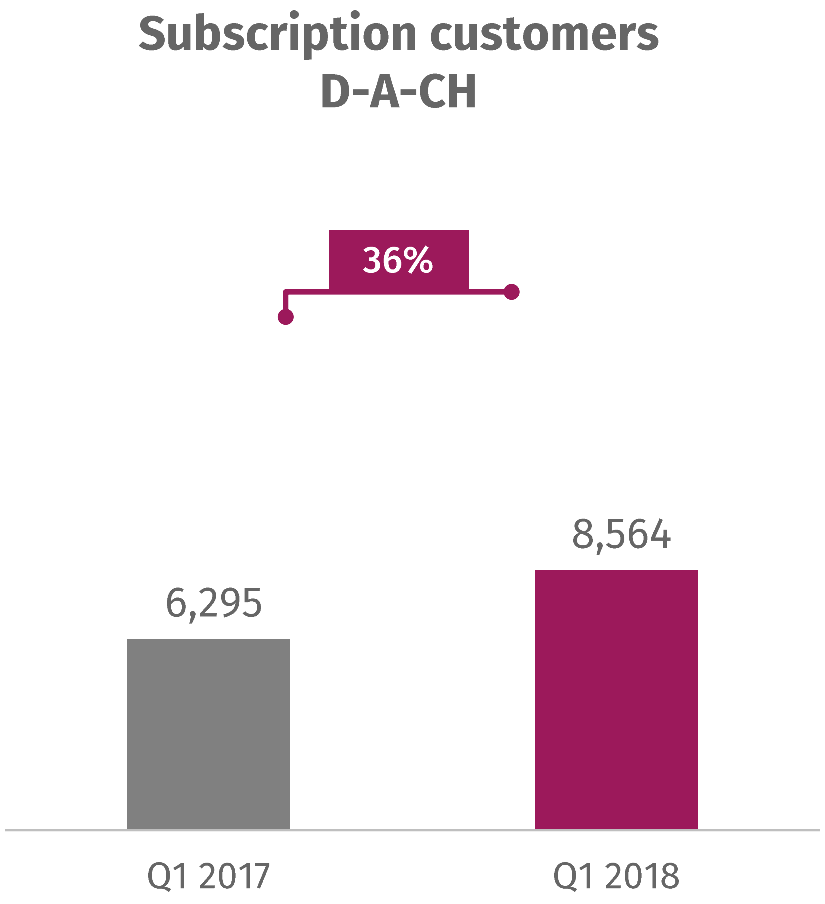
Ongoing solid net new payer adds

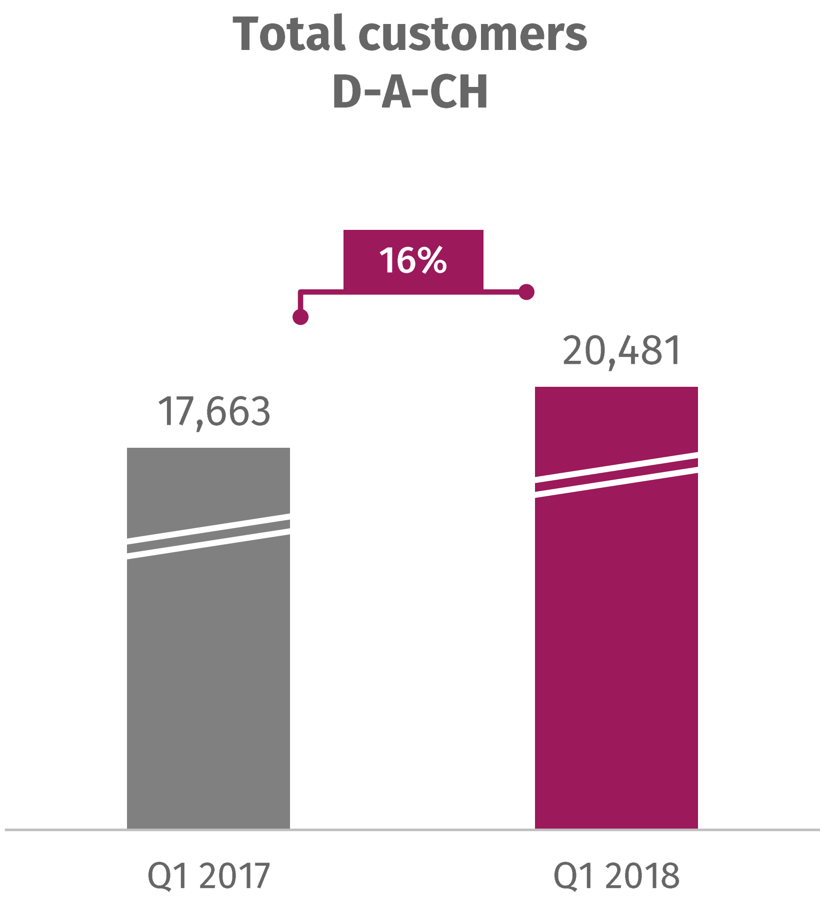


* Change in reporting method in connection with change of payment provider leads to ~10k payer base step increase as of 1 Jan 2017

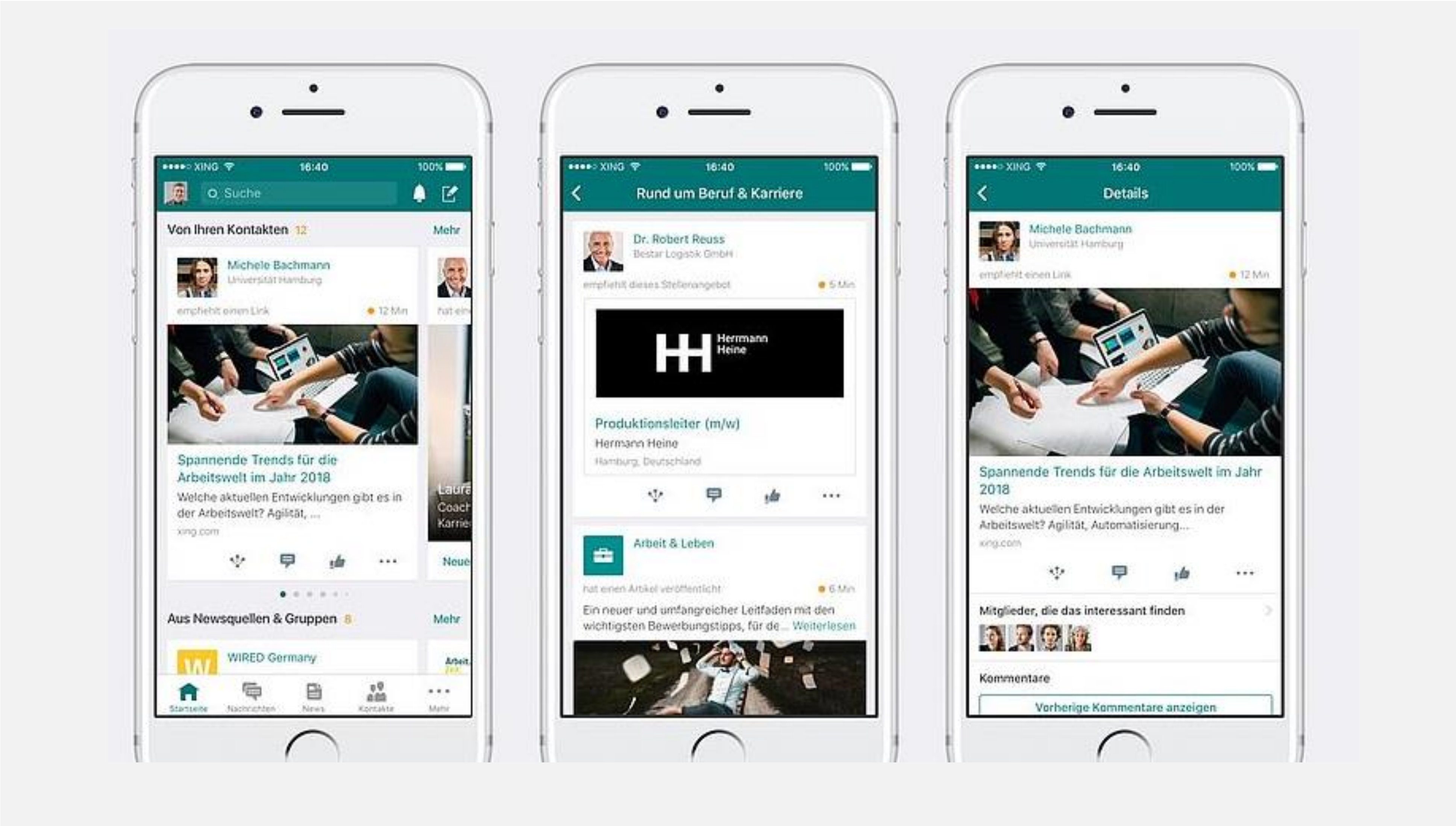
Rounding differences possible

36% uptake in B2B E-Recruiting customers

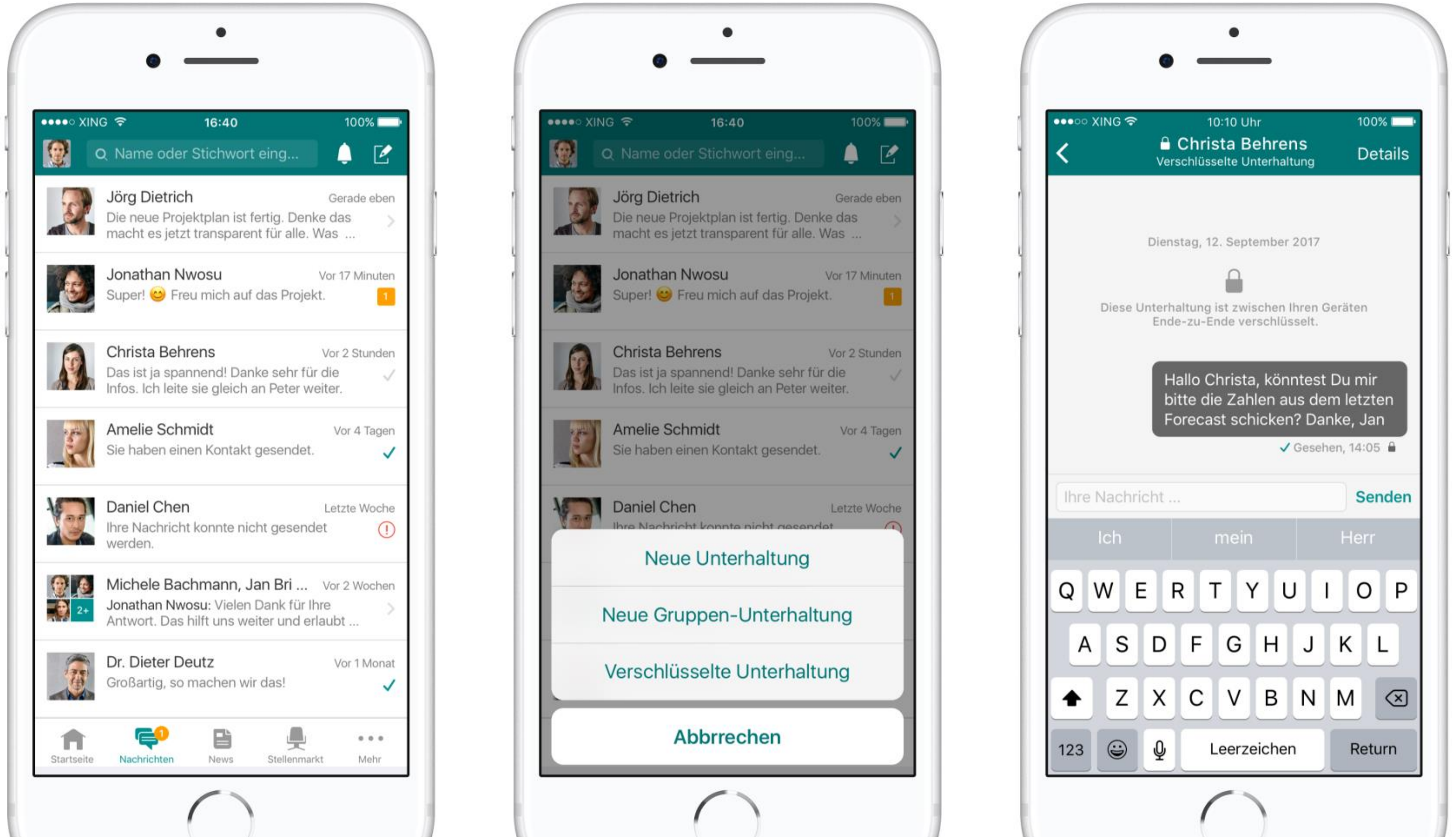




Strengthen the core: Launch of new iOS startpage



Strengthen the core: Launch of end-to-end encryption in XING messaging section



Launch of XING privacy hub and sustained full compliance with General Data Protection Regulation

https://privacy.xing.com

XING Datenschutz bei XING

Einführung | Ihre Privatsphäre | Ihre Sicherheit | Ihre Ansprechpartner | Neues | Datenschutzerklärung

Ihre Privatsphäre

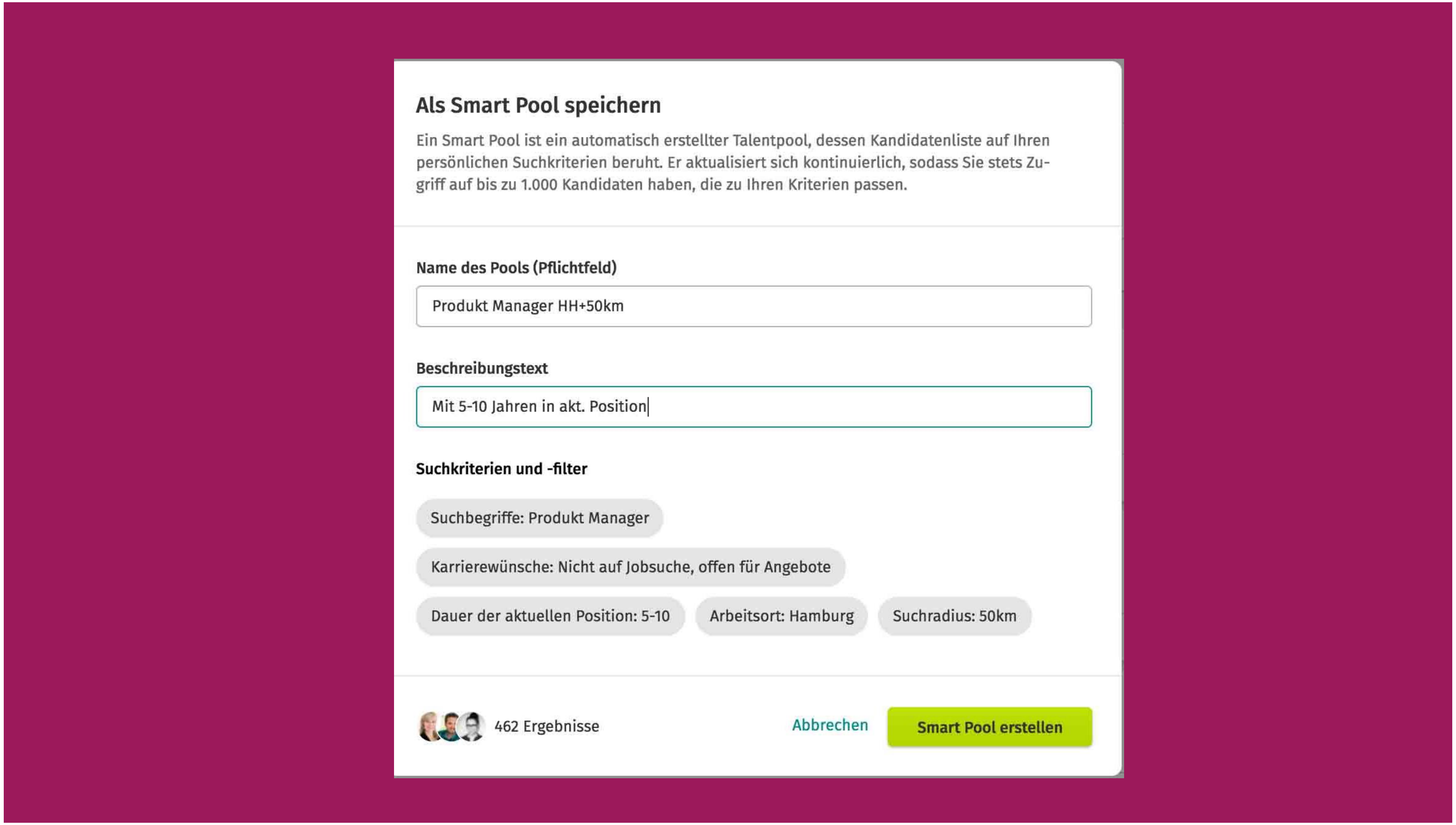
Um die XING Dienste umfänglich nutzen zu können, ist die Bereitstellung persönlicher Daten unerlässlich. Ob Sie den Fokus auf eine gute Sichtbarkeit und Erreichbarkeit oder den Schutz Ihrer Privatsphäre legen wollen, liegt ganz bei Ihnen.

Ihre Privatsphäre innerhalb von XING

Was wollen Sie Profilbesuchern zuerst von sich zeigen?

Damit Sie überhaupt ein Profil auf XING anlegen können, benötigen wir einige Angaben wie Namen, Jobtitel und Ort von Ihnen. Diese Informationen sind die Basis eines funktionierenden beruflichen Netzwerkes und für andere Nutzer immer sichtbar.

B2B E-Recruiting launches Smart Pools



Q1 2018
Financial Results

Q1 Financials

- Continued strong quarterly member growth w/ 545k net adds
- Revenue growth at 28% yoy, organic growth strong w/ 21% **yoy**
- EBITDA at €14.8m
- Strong operating cash-flow at €25.1m

Applying IFRS 15/16 for the first time

Q1 2018 P&L: € 54.0 m revenues; € 14.8 m EBITDA

	Q1 2018	Q1 2017*	Q1 2018 vs. Q1 2017	Q4 2017*	Q1 2018 vs. Q4 2017
	Abs.	Abs.	*Rel.*	Abs.	*Rel.*
Total revenues[1]	54.0	42.1	*28%*	53.6	*1%*
Costs	(39.2)	(29.6)	*32%*	(38.0)	*3%*
EBITDA	14.8	12.4	*19%*	15.6	*(5%)*
Margin	27%	30%	*(3%pts)*	29%	*(2%pts)*
D&A	(4.7)	(3.6)	*30%*	(8.9)	*(47%)*
Financial result	(0.2)	(0.1)	*18%*	1.3	*N/A*
kununu US Joint venture	(0.6)	(1.3)	*(52%)*	(0.7)	*(7%)*
Taxes	(3.2)	(2.5)	*27%*	(2.6)	*23%*
Net income	6.1	4.9	*25%*	4.8	*27%*
EPS	1.09	0.87	*25%*	0.86	*27%*

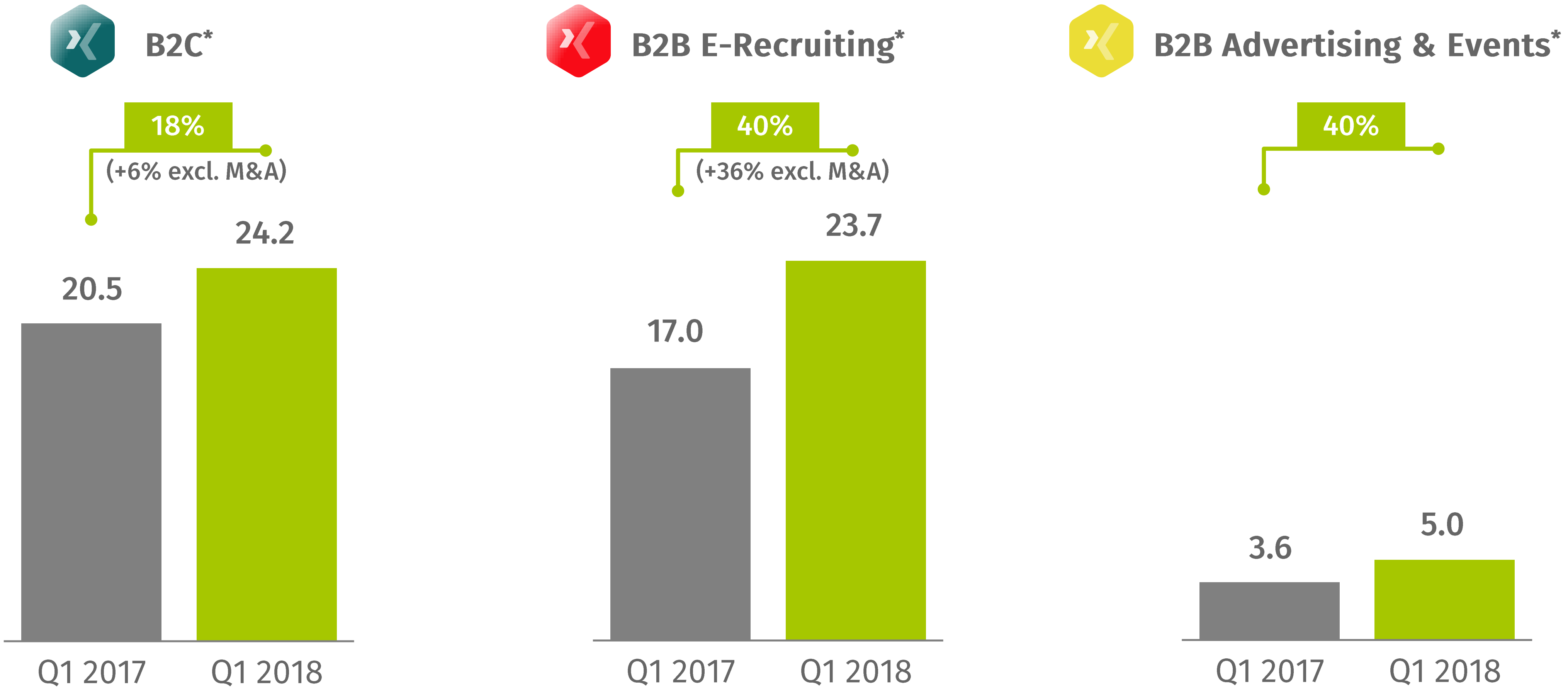
* Q1 2017 values adjusted retroactively according to IFRS 15/16

Q1 2018: EBITDA contribution by segment

	Segment EBITDA	Q1 18 Margin	Q1 17* Margin	▲ Comment
B2C	10.5	44%	54%	Investments in new products
B2B E-Recruiting	15.7	66%	69%	Yoy % higher marketing & personnel
B2B Advertising & Events	1.3	26%	26%	
kununu International	(0.0)	N/A	N/A	
Tech, Central Services & Other	(12.7)	N/A	N/A	
Total EBITDA	**€ 14.8m**	**27%**	**30%**	

* Q1 2017 values adjusted retroactively according to IFRS 15/16

Q1 2018: All core segments report double-digit growth



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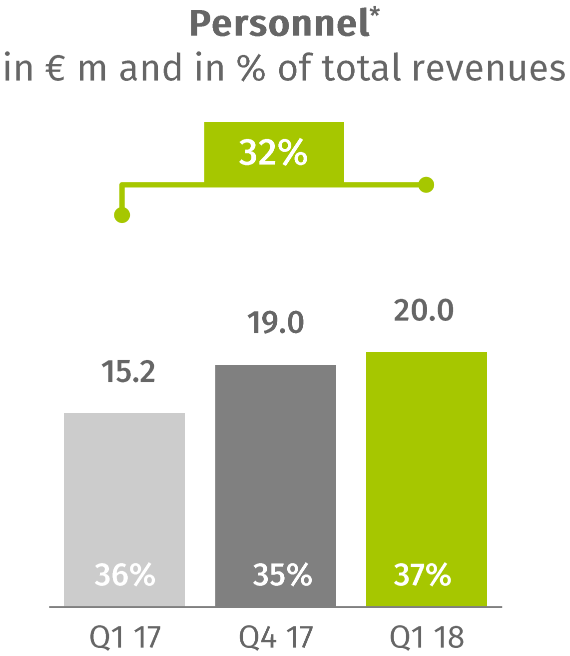
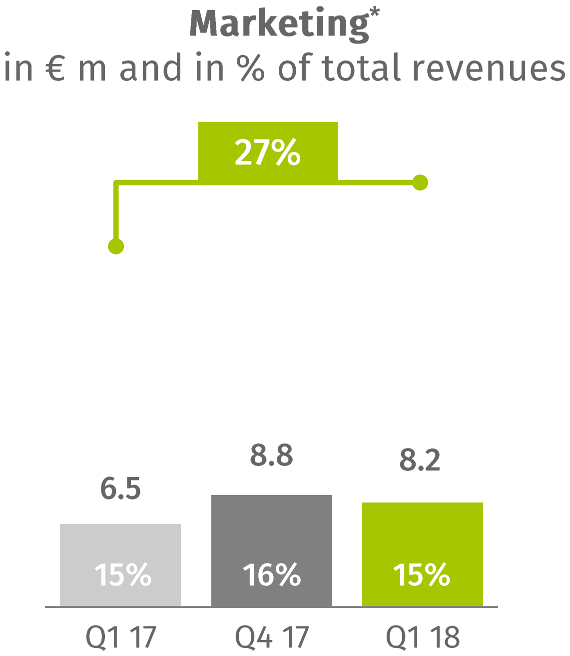
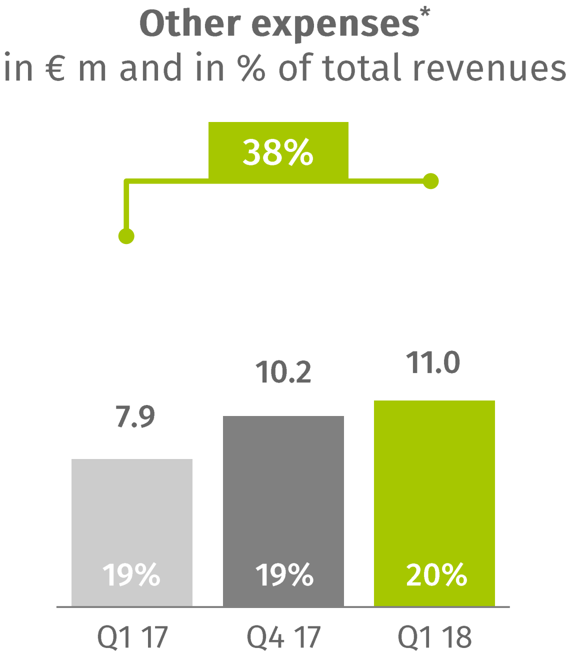
Q1 2018: Cost development



- +70 FTEs
- Investment in product/tech org & sales/marketing
- Incl. non-operating costs



- TV campaign in Q1/18 & Q1/17
- Online display & social media
- SEM
- Offline expenditures (conferences (i.e. NWX) & events, print)



- External services
- Server hosting
- Payment processing
- Travel & entertainment
- Other

* Q1 2017 values adjusted retroactively according to IFRS 15/16

Q1 2018: Operating cash flow of € 25.1m

	Q1 2018	Q1 2017*	Q1 2018 vs. Q1 2017	Q4 2017*	Q1 2018 vs. Q4 2017
	Abs.	Abs.	*Abs.*	Abs.	*Abs.*
EBITDA	14.8	12.4	*2.4*	15.6	*(0.8)*
Interest / tax / other	(2.8)	(2.0)	*(0.8)*	(3.1)	*0.3*
Change in net working capital	13.1	10.1	*3.0*	(1.9)	*15.0*
Operating cash flow excl. organiser cash	25.1	20.4	*4.6*	10.5	*14.5*
Investment – operating	(8.4)	(6.9)	*(1.5)*	(10.2)	*1.8*
Investment – acquisitions & joint venture	(1.2)	(4.0)	*2.8*	(0.1)	*(1.1)*
Investment – financial assets	0.0	(30.0)	*30.0*	0.0	*0.0*
Interests paid, FX rate diff. & rents (redemption)	(0.8)	(0.9)	*(0.0)*	(1.1)	*0.2*
Free cash flow excl. dividends & organiser cash	14.6	(21.3)	*35.9*	(0.9)	*15.4*
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. organiser cash	14.6	(21.3)	*35.9*	(0.9)	*15.4*
Effects organiser cash	1.6	5.2	*(3.7)*	(2.2)	*3.8*
Free cash flow incl. organiser cash	16.1	(16.1)	*32.2*	(3.1)	*19.2*

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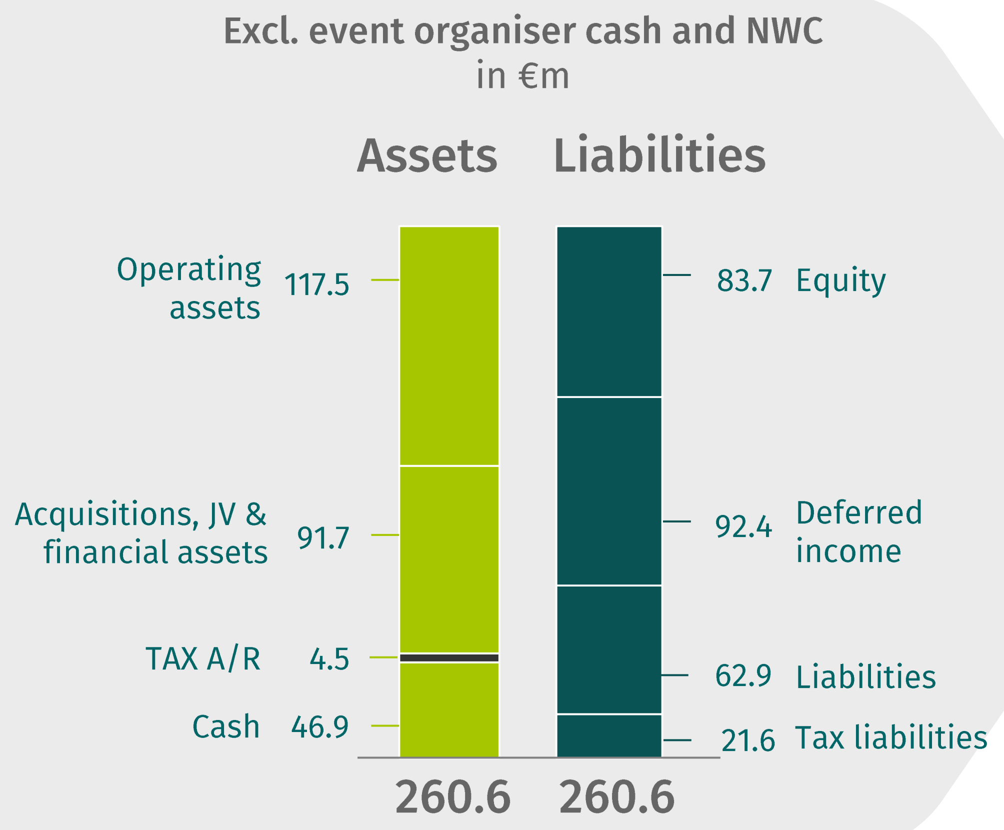
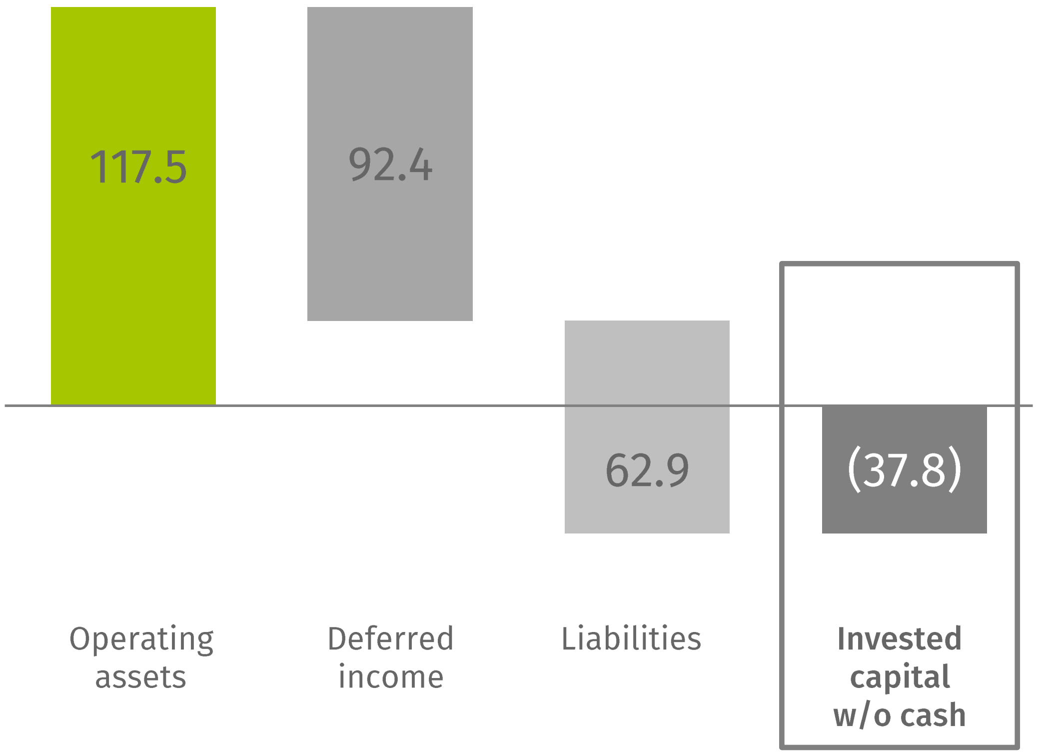
Rounding differences possible

Thank you for your attention.

Backup

Negative invested capital from shareholders’ perspective





Rounding differences possible

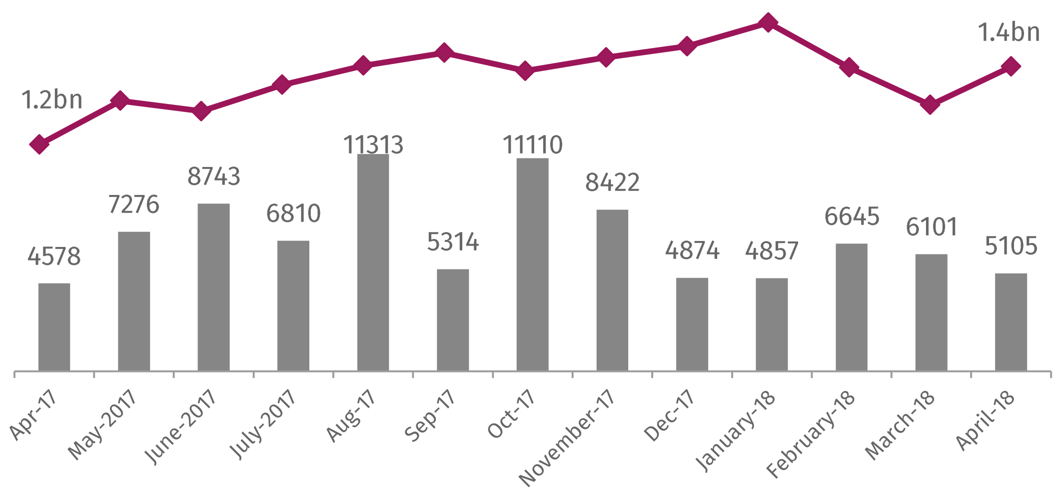
Consensus, investor information & contact details

XING SE IR stats

Consensus from 7 brokers collected by XING IR	2018e	2019e	2020e
Total revenues	**217**	**255**	**292**
EBITDA	**72**	**87**	**103**
Margin	33%	34%	35%
D&A	(14)	(17)	(21)
EBIT	**56**	**70**	**82**
Margin	26%	27%	28%
Net income	**36**	**46**	**56**
EPS in €	6.44	8.21	9.89
DPS in €	3.02	3.80	3.96

Analyst coverage	Berenberg , Commerzbank, Deutsche Bank, Equinet, Hauck & Aufhäuser, MM Warburg, Oddo BHF
Shares	5,620,435

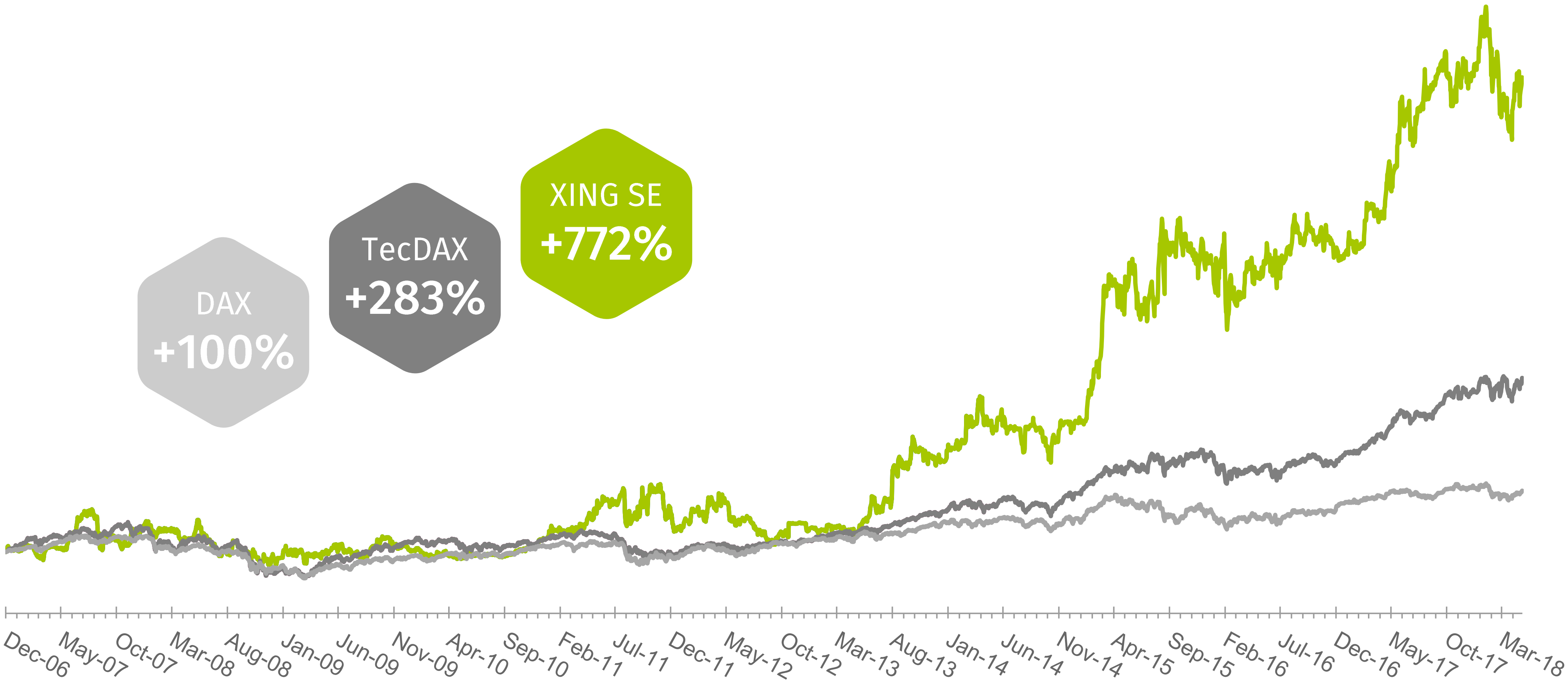
Average trading volume per day (XETRA) & market cap



Burda Digital GmbH (DE)	50.26%
Oppenheimer (US)	5.04%
State of Norway (NOR)	3.07%
Wasatch Advisors (US)	3.02%
Rest	38.61%

Numbers based on last filing – actual shareholdings can differ

XING share price development since IPO



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