COMPANY PROFILE

The leading online business network in German-speaking countries supports its members in mastering the transformations taking place in the world of work. New Work SE (formerly XING SE) helps its >16 million members to balance their professional and private life as well as possible within an environment defined by a lack of skilled workers, digitalisation and changing values. To this end, members can visit XING Jobs to look for vacancies that appeal to them, stay up to date with news offers by XING, or browse the German-language portal Work Experience https://nwx.xing.com/ to find out about the trends and changes taking place in the new world of work. New Work SE was founded in Hamburg, Germany, in 2003, has been publicly listed since 2006, and listed on the TecDAX since September 2011. Members can meet and exchange views in around 80,000 groups, while also getting together at more than 130,000 business-related events every year. XING has offices in Hamburg, Munich, Berlin, Barcelona, Valencia, Vienna, Porto and Zurich. Visit www.xing.com for more information.

SHARE CHART

FINANCIAL CALENDAR

February 25, 2020  Analysts’ Conference
March 26, 2020  Publication annual financial report
May 07, 2020  Publication quarterly financial report (call-date Q1)
May 29, 2020  Annual General Meeting
August 06, 2020  Publication half-yearly financial report
November 05, 2020  Publication quarterly financial report (call-date Q3)

MANAGEMENT BOARD

Dr. Thomas Vollmoeller  Ingo Chu  Dr. Patrick Alberts  Jens Pape  Alastair Bruce

SUPERVISORY BOARD

Stefan Winners  Dr. Johannes Meier
Dr. Jörg Lübcke  Jean-Paul Schmetz
Anette Weber  Dr. Andreas Rittstieg

STOCK FUNDAMENTALS

ISIN  DE000NWRK013
WKN  NWRK01
Share type  Ordinary
Bloomberg Code  NWO@GR
Ticker  NWO
Branch  Internet
Index  SDAX, TecDAX
Segment  Prime Standard
Last Dividend  5.70 Euro (for 2018)
No. of shares  5,620,435
Market Cap  EUR 1.94 bn
52 week high  380.50 EUR
52 week low  223.00 EUR
Stock exchanges  Xetra Frankfurt
Rating  Xetra

SHAREHOLDER STRUCTURE

50.0%  Burda Digital SE (DE)
5.9%  Invesco Ltd. (US)
3.1%  DWS Investments (DE)
41.0%  Rest

As of: December 20, 2019

FACT SHEET
## ANNUAL FIGURES

<table>
<thead>
<tr>
<th></th>
<th>Unit</th>
<th>2018</th>
<th>2017&lt;sup&gt;9&lt;/sup&gt;</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total revenues</strong>&lt;sup&gt;1&lt;/sup&gt;</td>
<td>€ million</td>
<td>235.1</td>
<td>188.5</td>
<td>148.5</td>
<td>122.9</td>
<td>101.4</td>
</tr>
<tr>
<td><strong>EBITDA reported</strong></td>
<td>€ million</td>
<td>75.2</td>
<td>61.3</td>
<td>47.9</td>
<td>36.6</td>
<td>29.2</td>
</tr>
<tr>
<td><strong>EBITDA margin reported</strong></td>
<td>in %</td>
<td>32</td>
<td>33</td>
<td>32</td>
<td>30</td>
<td>29</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA</strong></td>
<td>€ million</td>
<td>75.2</td>
<td>61.3</td>
<td>47.9</td>
<td>36.6</td>
<td>31.6&lt;sup&gt;4&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA margin</strong></td>
<td>in %</td>
<td>32</td>
<td>33</td>
<td>32</td>
<td>30</td>
<td>31&lt;sup&gt;4&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>Consolidated net profit / loss reported</strong></td>
<td>€ million</td>
<td>31.0</td>
<td>25.7</td>
<td>23.6</td>
<td>17.6</td>
<td>6.2</td>
</tr>
<tr>
<td><strong>Adjusted consolidated net profit / loss</strong></td>
<td>€ million</td>
<td>30.1&lt;sup&gt;2&lt;/sup&gt;</td>
<td>23.3&lt;sup&gt;3&lt;/sup&gt;</td>
<td>23.6</td>
<td>17.6</td>
<td>15.7&lt;sup&gt;3&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>Earnings per share (diluted) reported</strong></td>
<td>in €</td>
<td>5.51</td>
<td>4.56</td>
<td>4.19</td>
<td>3.15</td>
<td>1.10</td>
</tr>
<tr>
<td><strong>Adjusted earnings per share (diluted)</strong></td>
<td>in €</td>
<td>5.35&lt;sup&gt;2&lt;/sup&gt;</td>
<td>4.15&lt;sup&gt;3&lt;/sup&gt;</td>
<td>4.19</td>
<td>3.15</td>
<td>2.80&lt;sup&gt;3&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>Regular dividend per share</strong></td>
<td>in €</td>
<td>2.14&lt;sup&gt;8&lt;/sup&gt;</td>
<td>1.68</td>
<td>1.37</td>
<td>1.03</td>
<td>0.92</td>
</tr>
<tr>
<td><strong>Cash flow from operations reported</strong></td>
<td>€ million</td>
<td>73.8</td>
<td>62.3</td>
<td>49.9</td>
<td>35.8</td>
<td>34.2</td>
</tr>
<tr>
<td><strong>Cash flow from operations adjusted</strong></td>
<td>€ million</td>
<td>73.8</td>
<td>62.3</td>
<td>49.9</td>
<td>39.8&lt;sup&gt;6&lt;/sup&gt;</td>
<td>34.2</td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td>€ million</td>
<td>98.3</td>
<td>77.6</td>
<td>69.9</td>
<td>60.5</td>
<td>43.4</td>
</tr>
<tr>
<td><strong>XING users Germany, Austria, Switzerland (D-A-CH), total</strong></td>
<td>million</td>
<td>16.4</td>
<td>14.3</td>
<td>12.13</td>
<td>10.13</td>
<td>8.33</td>
</tr>
<tr>
<td>thereof platform members (D-A-CH)</td>
<td>million</td>
<td>15.3</td>
<td>13.4</td>
<td>11.42</td>
<td>9.60</td>
<td>8.01</td>
</tr>
<tr>
<td>thereof subscribers (D-A-CH)</td>
<td>thousand</td>
<td>1,025</td>
<td>994</td>
<td>929</td>
<td>881</td>
<td>835</td>
</tr>
<tr>
<td><strong>B2B customers</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>in the B2B E-Recruiting segment</td>
<td></td>
<td>21,720</td>
<td>19,296</td>
<td>17,031</td>
<td>17,930</td>
<td>17,197</td>
</tr>
<tr>
<td>in the B2B Advertising &amp; Events segment</td>
<td></td>
<td>8,733</td>
<td>8,072</td>
<td>6,616</td>
<td>5,464&lt;sup&gt;7&lt;/sup&gt;</td>
<td>2,196</td>
</tr>
<tr>
<td><strong>Employees</strong></td>
<td></td>
<td>1,567</td>
<td>1,290</td>
<td>961</td>
<td>792</td>
<td>649</td>
</tr>
</tbody>
</table>

<sup>1</sup>Incl. other operating income
<sup>2</sup>Adjusted for €0.9 million, or €0.16 per share, in non-operating income arising from the restatement of earn-out obligations
<sup>3</sup>Adjusted for €2.4 million, or €0.41 per share, in non-operating expenses arising from acquisitions
<sup>4</sup>Adjusted for €2.4 million in non-operating expenses arising from the earn-out obligation of kununu GmbH
<sup>5</sup>Adjusted for €2.4 million in non-operating expenses arising from the earn-out obligation of kununu GmbH and the €7.1 million impairment of XING Events
<sup>6</sup>Due to changes in the IFRS guidance on accounting for purchase price obligations from earn-out arrangements arising from the acquisition of companies, earn-out payments (relating to kununu in this case) must be recognized under cash flows from operating activities. The effect is €-3.9 million. The cash flows from operating activities for the reporting period, excluding the non-operating kununu effect, thus amounted to €39.9 million.
<sup>7</sup>Change in calculation following segment consolidation
<sup>8</sup>Proposal to the Annual General Meeting (06 / 06 / 2019)
<sup>9</sup>Restated retrospectively in accordance with IFRS 15/16