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. XING helps its 15 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 XING spielraum to find out about the trends and changes taking place in the new world of work. XING 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 90,000 groups, while also getting together at more than 130,000 business-related events every year. XING has more than 1,500 employees and offices in Hamburg, Munich, Berlin, Barcelona, Vienna and Porto. Visit www.xing.com for more information.

SHARE CHART

FINANCIAL CALENDAR

Feb 26, 2019   Conference Call
Mar 21, 2019   Publication annual financial report
May 03, 2019   Publication quarterly financial report (call-date Q1)
Jun 06, 2019   Annual General Meeting
Aug 15, 2019   Publication half-yearly financial report
Nov 07, 2019   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
Jörg Lübcke
Jean-Paul Schmetz
Anette Weber
Dr. Andreas Rittstieg

STOCK FUNDAMENTALS

ISIN  DE000XNG8888
WKN  XNG888
Share type  Ordinary
Bloomberg Code  O1BC@GR
Reuters Code  O1BCG.DE
Ticker  O1BC
Branch  Internet
Index  SDAX, TecDAX
Segment  Prime Standard
Last Dividend  1.68 Euro (for 2017)
No. of shares  5,620,435
Market Cap  EUR 1.47 bn
52 week high  329.00 EUR
52 week low  223.00 EUR
Stock exchanges  Xetra Frankfurt
Rating  Xetra

SHAREHOLDER STRUCTURE

50.26%  Burda Digital GmbH
5.04%  Oppenheimer
3.21%  State of Norway
3.02%  Wasatch Advisors
38.47%  Others

January, 2019
## ANNUAL FIGURES

<table>
<thead>
<tr>
<th></th>
<th>Unit</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
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</thead>
<tbody>
<tr>
<td>Total revenues</td>
<td>€ million</td>
<td>187.8</td>
<td>148.5</td>
<td>122.9</td>
<td>101.4</td>
<td>84.8</td>
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<tr>
<td>EBITDA reported</td>
<td>€ million</td>
<td>58.4</td>
<td>47.9</td>
<td>36.6</td>
<td>29.2</td>
<td>22.8</td>
</tr>
<tr>
<td>EBITDA margin reported</td>
<td>in %</td>
<td>31</td>
<td>32</td>
<td>30</td>
<td>29</td>
<td>27</td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>€ million</td>
<td>58.4</td>
<td>47.9</td>
<td>36.6</td>
<td>31.6</td>
<td>24.3</td>
</tr>
<tr>
<td>Adjusted EBITDA margin</td>
<td>in %</td>
<td>31</td>
<td>32</td>
<td>30</td>
<td>31</td>
<td>27</td>
</tr>
<tr>
<td>Consolidated net profit / loss reported</td>
<td>€ million</td>
<td>25.9</td>
<td>23.6</td>
<td>17.6</td>
<td>6.2</td>
<td>9.1</td>
</tr>
<tr>
<td>Adjusted consolidated net profit / loss</td>
<td>€ million</td>
<td>23.6^2</td>
<td>23.6</td>
<td>17.6</td>
<td>15.7^5</td>
<td>10.5^3</td>
</tr>
<tr>
<td>Earnings per share (diluted) reported</td>
<td>in €</td>
<td>4.61</td>
<td>4.19</td>
<td>3.15</td>
<td>1.10</td>
<td>1.65</td>
</tr>
<tr>
<td>Adjusted earnings per share (diluted)</td>
<td>in €</td>
<td>4.19^2</td>
<td>4.19</td>
<td>3.15</td>
<td>2.80^5</td>
<td>1.90^3</td>
</tr>
<tr>
<td>Regular dividend per share</td>
<td>in €</td>
<td>1.68^8</td>
<td>1.37^8</td>
<td>1.03</td>
<td>0.92</td>
<td>0.62</td>
</tr>
<tr>
<td>Cash flow from operations reported</td>
<td>€ million</td>
<td>58.7</td>
<td>49.9</td>
<td>35.8</td>
<td>34.2</td>
<td>23.8</td>
</tr>
<tr>
<td>Cash flow from operations adjusted</td>
<td>€ million</td>
<td>58.7</td>
<td>49.9</td>
<td>39.8^5</td>
<td>34.2</td>
<td>23.8</td>
</tr>
<tr>
<td>Equity</td>
<td>€ million</td>
<td>79.0</td>
<td>69.9</td>
<td>60.5</td>
<td>43.4</td>
<td>62</td>
</tr>
<tr>
<td>XING users Germany, Austria, Switzerland (D-A-CH), total</td>
<td>million</td>
<td>14.3</td>
<td>12.13</td>
<td>10.13</td>
<td>8.33</td>
<td>6.93</td>
</tr>
<tr>
<td>thereof platform members (D-A-CH)</td>
<td>million</td>
<td>13.4</td>
<td>11.42</td>
<td>9.60</td>
<td>8.01</td>
<td>6.93</td>
</tr>
<tr>
<td>thereof subscribers (D-A-CH)</td>
<td>thousand</td>
<td>994</td>
<td>929</td>
<td>881</td>
<td>835</td>
<td>807</td>
</tr>
<tr>
<td>B2B customers</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>19,296</td>
<td>17,031</td>
<td>17,930</td>
<td>17,197</td>
<td>16,031</td>
</tr>
<tr>
<td>in the B2B Advertising &amp; Events segment</td>
<td></td>
<td>8,072</td>
<td>6,616</td>
<td>5,464^7</td>
<td>2,196</td>
<td>2,246</td>
</tr>
<tr>
<td>Employees</td>
<td></td>
<td>1,290</td>
<td>961</td>
<td>792</td>
<td>649</td>
<td>571</td>
</tr>
</tbody>
</table>

1 Incl. other operating income
2 Adjusted for positive one-time effects of acquisitions of €2.4 million or €0.42 per share
3 Adjusted for €1.5 million in non-operating expenses arising from the earn-out obligation of kununu GmbH or €0.25 per share
4 Adjusted for €2.4 million in non-operating expenses arising from the earn-out obligation of kununu GmbH
5 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 or €0.70 per share
6 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 must be recognized under cash flows from operating activities. At XING, this change affects the earn-out obligation for the kununu transaction. 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 €39.8 million.
7 Change in calculation following segment consolidation
8 Proposal to the Annual General Meeting (05 / 16 / 2018)