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

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feb 26, 2019</td>
<td>Conference Call</td>
</tr>
<tr>
<td>Mar 21, 2019</td>
<td>Publication annual financial report</td>
</tr>
<tr>
<td>May 03, 2019</td>
<td>Publication quarterly financial report (call-date Q1)</td>
</tr>
<tr>
<td>Jun 06, 2019</td>
<td>Annual General Meeting</td>
</tr>
<tr>
<td>Aug 15, 2019</td>
<td>Publication half-yearly financial report</td>
</tr>
<tr>
<td>Nov 07, 2019</td>
<td>Publication quarterly financial report (call-date Q3)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>ISIN</th>
<th>DE000XNG8888</th>
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<tbody>
<tr>
<td>WKN</td>
<td>XNG888</td>
</tr>
<tr>
<td>Share type</td>
<td>Ordinary</td>
</tr>
<tr>
<td>Bloomberg Code</td>
<td>O1BC@GR</td>
</tr>
<tr>
<td>Reuters Code</td>
<td>O1BCG.DE</td>
</tr>
<tr>
<td>Ticker</td>
<td>O1BC</td>
</tr>
<tr>
<td>Branch</td>
<td>Internet</td>
</tr>
<tr>
<td>Index</td>
<td>SDAX, TecDAX</td>
</tr>
<tr>
<td>Segment</td>
<td>Prime Standard</td>
</tr>
<tr>
<td>Last Dividend</td>
<td>1.68 Euro (for 2017)</td>
</tr>
<tr>
<td>No. of shares</td>
<td>5,620,435</td>
</tr>
<tr>
<td>Market Cap</td>
<td>EUR 1.67 bn</td>
</tr>
<tr>
<td>52 week high</td>
<td>329.00 EUR</td>
</tr>
<tr>
<td>52 week low</td>
<td>223.00 EUR</td>
</tr>
<tr>
<td>Stock exchanges</td>
<td>Xetra Frankfurt</td>
</tr>
<tr>
<td>Rating</td>
<td>Xetra</td>
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</table>

SHAREHOLDER STRUCTURE

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Shareholder</th>
</tr>
</thead>
<tbody>
<tr>
<td>50.26%</td>
<td>Burda Digital GmbH</td>
</tr>
<tr>
<td>5.04%</td>
<td>Oppenheimer</td>
</tr>
<tr>
<td>3.21%</td>
<td>State of Norway</td>
</tr>
<tr>
<td>3.02%</td>
<td>Wasatch Advisors</td>
</tr>
<tr>
<td>38.47%</td>
<td>Others</td>
</tr>
</tbody>
</table>

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>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total revenues</strong>¹</td>
<td>€ million</td>
<td>187.8</td>
<td>148.5</td>
<td>122.9</td>
<td>101.4</td>
<td>84.8</td>
</tr>
<tr>
<td><strong>EBITDA reported</strong></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><strong>EBITDA margin reported</strong></td>
<td>in %</td>
<td>31</td>
<td>32</td>
<td>30</td>
<td>29</td>
<td>27</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA</strong></td>
<td>€ million</td>
<td>58.4</td>
<td>47.9</td>
<td>36.6</td>
<td>31.6³</td>
<td>24.3³</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA margin</strong></td>
<td>in %</td>
<td>31</td>
<td>32</td>
<td>30</td>
<td>31</td>
<td>29³</td>
</tr>
<tr>
<td><strong>Consolidated net profit / loss</strong></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><strong>Adjusted consolidated net profit / loss</strong></td>
<td>€ million</td>
<td>23.6²</td>
<td>23.6</td>
<td>17.6</td>
<td>15.7⁵</td>
<td>10.5³</td>
</tr>
<tr>
<td><strong>Earnings per share (diluted) reported</strong></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><strong>Adjusted earnings per share (diluted)</strong></td>
<td>in €</td>
<td>4.19²</td>
<td>4.19</td>
<td>3.15</td>
<td>2.80⁵</td>
<td>1.90³</td>
</tr>
<tr>
<td><strong>Regular dividend per share</strong></td>
<td>in €</td>
<td>1.68³</td>
<td>1.37³</td>
<td>1.03</td>
<td>0.92</td>
<td>0.62</td>
</tr>
<tr>
<td><strong>Cash flow from operations reported</strong></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><strong>Cash flow from operations adjusted</strong></td>
<td>€ million</td>
<td>58.7</td>
<td>49.9</td>
<td>39.8⁶</td>
<td>34.2</td>
<td>23.8</td>
</tr>
<tr>
<td><strong>Equity</strong></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><strong>XING users Germany, Austria, Switzerland (D-A-CH), total</strong></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><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>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>5,464⁴</td>
<td>2,196</td>
<td>2,246</td>
</tr>
<tr>
<td><strong>Employees</strong></td>
<td></td>
<td>1,290</td>
<td>961</td>
<td>792</td>
<td>649</td>
<td>571</td>
</tr>
</tbody>
</table>

¹Incl. other operating income  
²Adjusted for positive one-time effects of acquisitions of €2.4 million or €0.42 per share  
³Adjusted for €1.5 million in non-operating expenses arising from the earn-out obligation of kununu GmbH or €0.25 per share  
⁴Adjusted for €2.4 million in non-operating expenses arising from the earn-out obligation of kununu GmbH  
⁵Adjusted 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  
⁶Due 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.  
⁷Change in calculation following segment consolidation  
⁸Proposal to the Annual General Meeting (05 / 16 / 2018)