

Investor Presentation XING AG

The XING logo consists of the word "XING" in a bold, dark teal, sans-serif font. To the right of the word is a stylized symbol resembling a double-headed arrow or a pair of wings, rendered in a bright yellow-green color. The logo is positioned on a light yellow-green horizontal band that is part of a larger graphic element on the right side of the slide. This graphic element is a large, white-outlined shape that is roughly hexagonal with rounded corners and a pointed right side, filled with a gradient from light yellow-green at the top to a darker yellow-green at the bottom.

Dr. Stefan Gross-Selbeck (CEO)
Frankfurt, February 2011

➤ **Strong market position in high growth segment**

- Clear market leader in German speaking Europe
- 10.11m members +22% yoy
- 733,000 payers +11% yoy

➤ **Attractive economics**

- €39.6m [9M'10] revenues +19% yoy
- 29% EBITDA margin [9M'10]
- €13.5m [9M'10] free cash flow

➤ **Significant growth opportunities**

- Further growth of core subscription business
- New revenue streams (Recent acquisition of amianto AG)

➤ **Clear strategic focus**

- Outgrowing competition in core market
- Increasing market share in e-recruiting and advertising

02 XING has a clear positioning

facebook / XING comparison*



*Percentage points delta between perceived characteristics of facebook and XING

Comparison XING vs. LI in Germany

Member base¹

4 : 1

New members²

3 : 1

Activity (PI's)³

17 : 1

„I prefer the product“⁴

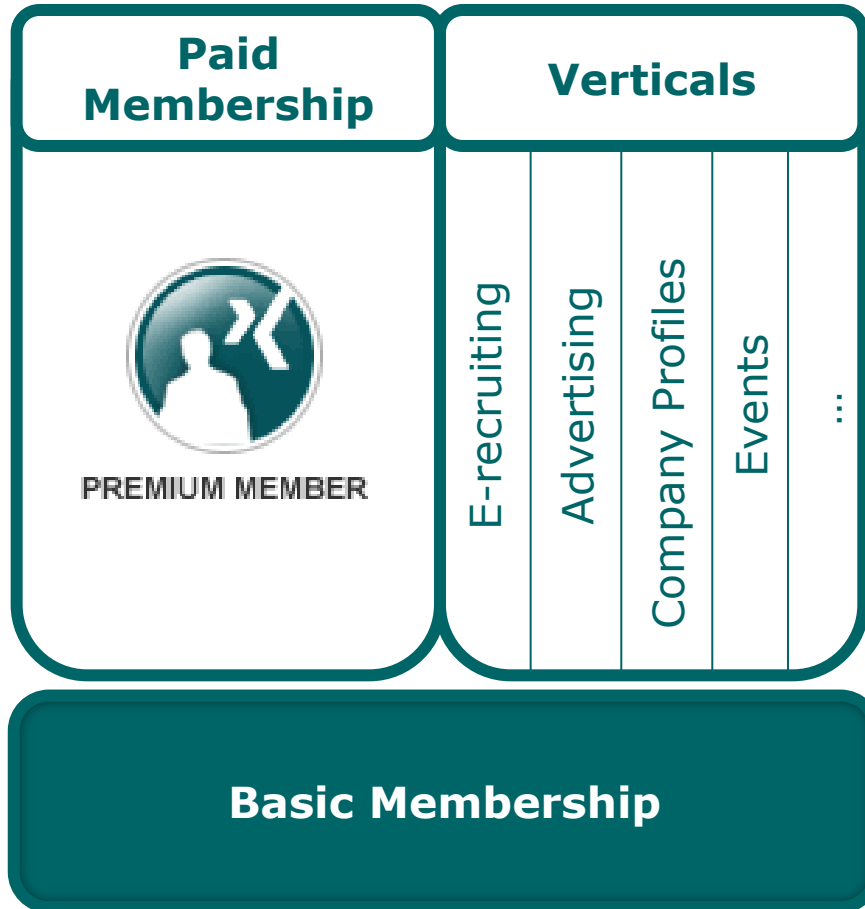
5 : 1

¹ Source: XING analysis

² Source: XING analysis

³ Source: Quantcast/Comscore reports for december 2010

⁴ Source: Survey among 1,600 XING users: Question: "If you could use either LinkedIn or XING, which platform would you choose?"



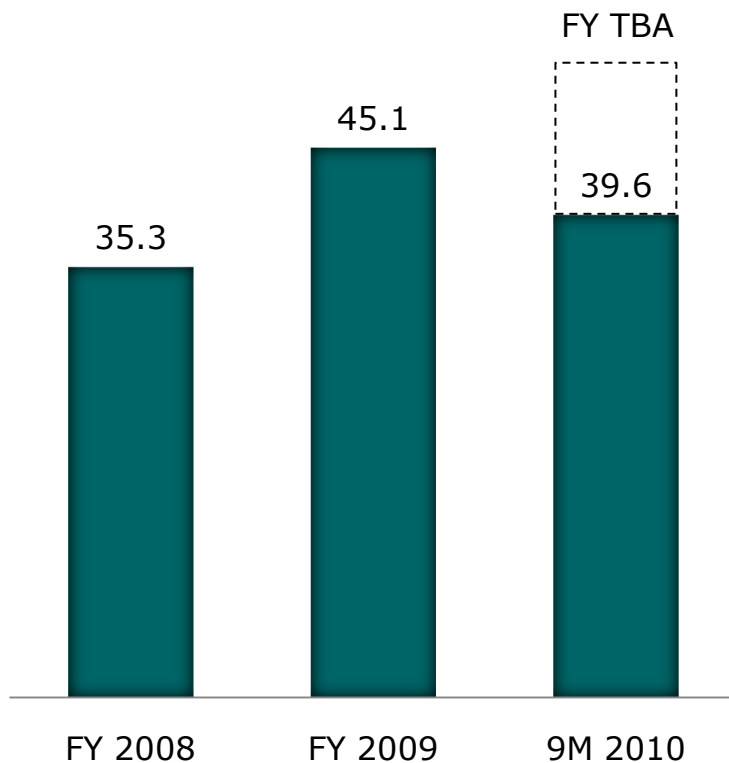
05 Segment Overview

inc. financial KPIs for Q3'2010 in DACH

	Paid Membership	Verticals		
	Premium Membership	E-Recruiting	Advertising <small>(incl. Company Profiles)</small>	Other <small>(Events)</small>
Q3 Revs. yoy growth in %	€10.8m +11%	€1.9m +82%	€0.9m +46%	n.a.
Recent Highlights	<ul style="list-style-type: none"> Recent product launches showing very positive impact Strongest member growth since Q2'09 Turnaround in member net adds in DACH 	<ul style="list-style-type: none"> another quarter of accelerating growth 2009 investments paying off New coop with No.1 Swiss job portal (Jobs.ch) to cover Swiss market 	<ul style="list-style-type: none"> Boost in eCPM (x5 since Jan 2010) New formats (i.e. wallpaper) 	<ul style="list-style-type: none"> Acquisition of amiando AG Networking is key driver for participation in events Capitalize >50k „Paid“ events on XING p.a.
Market potential	~19m people ¹	>€200m	>€3bn	~26bn ¹

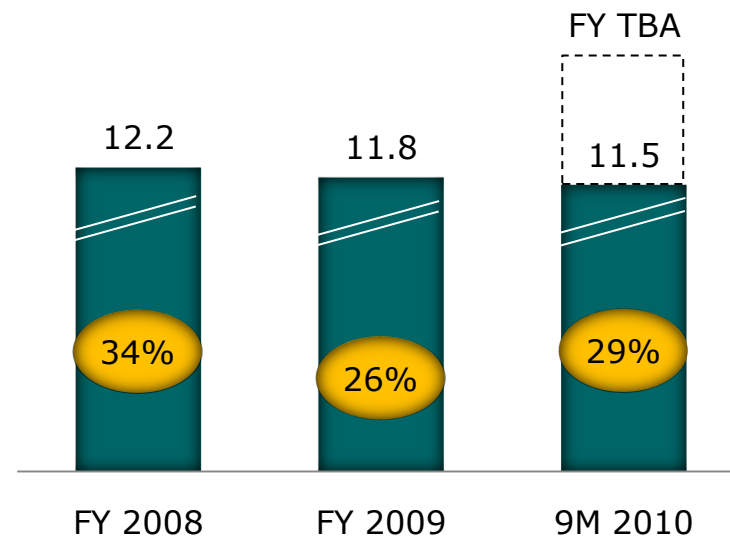
¹ Source: XING analysis of addressable market

Group revenues in €m



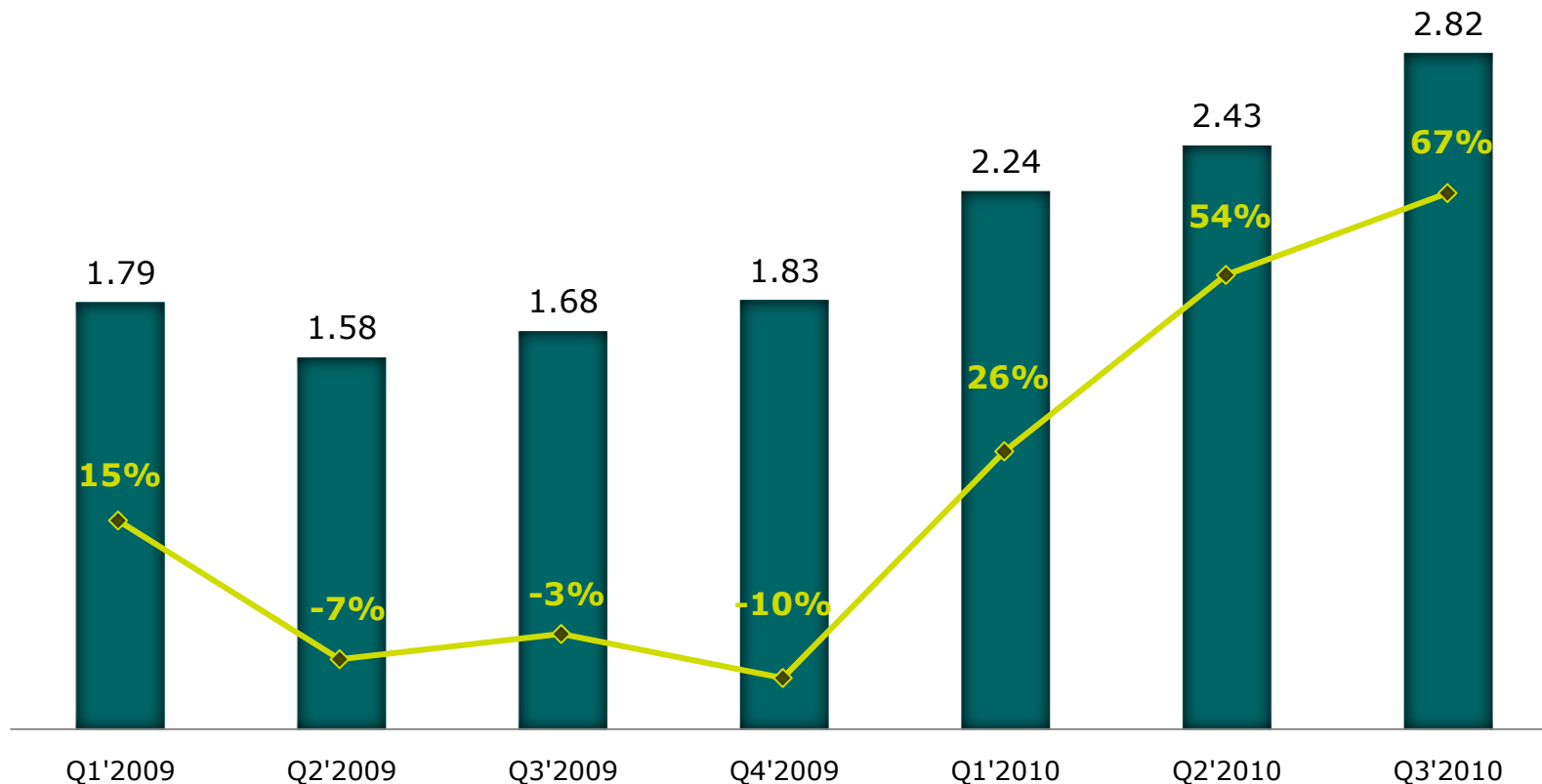
Group EBITDA in €m

■ EBITDA margin



07 Successful diversification of revenue streams

Revenues from verticals and yoy growth

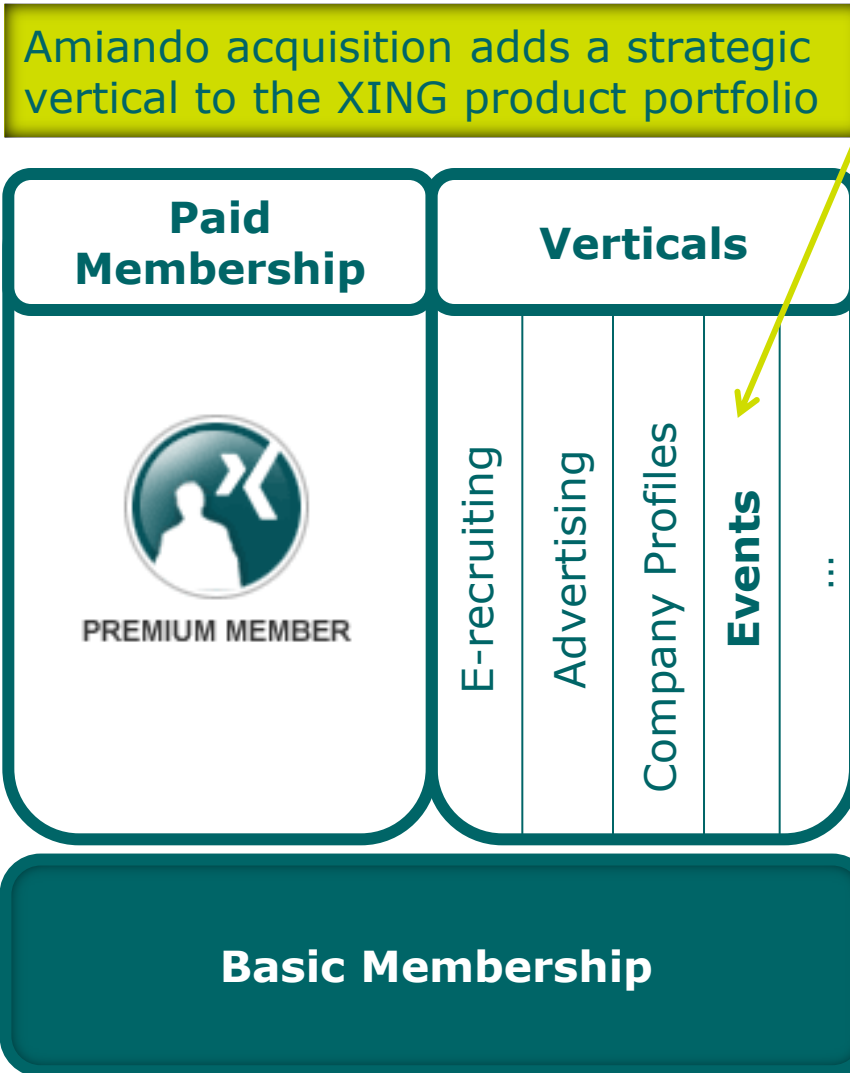


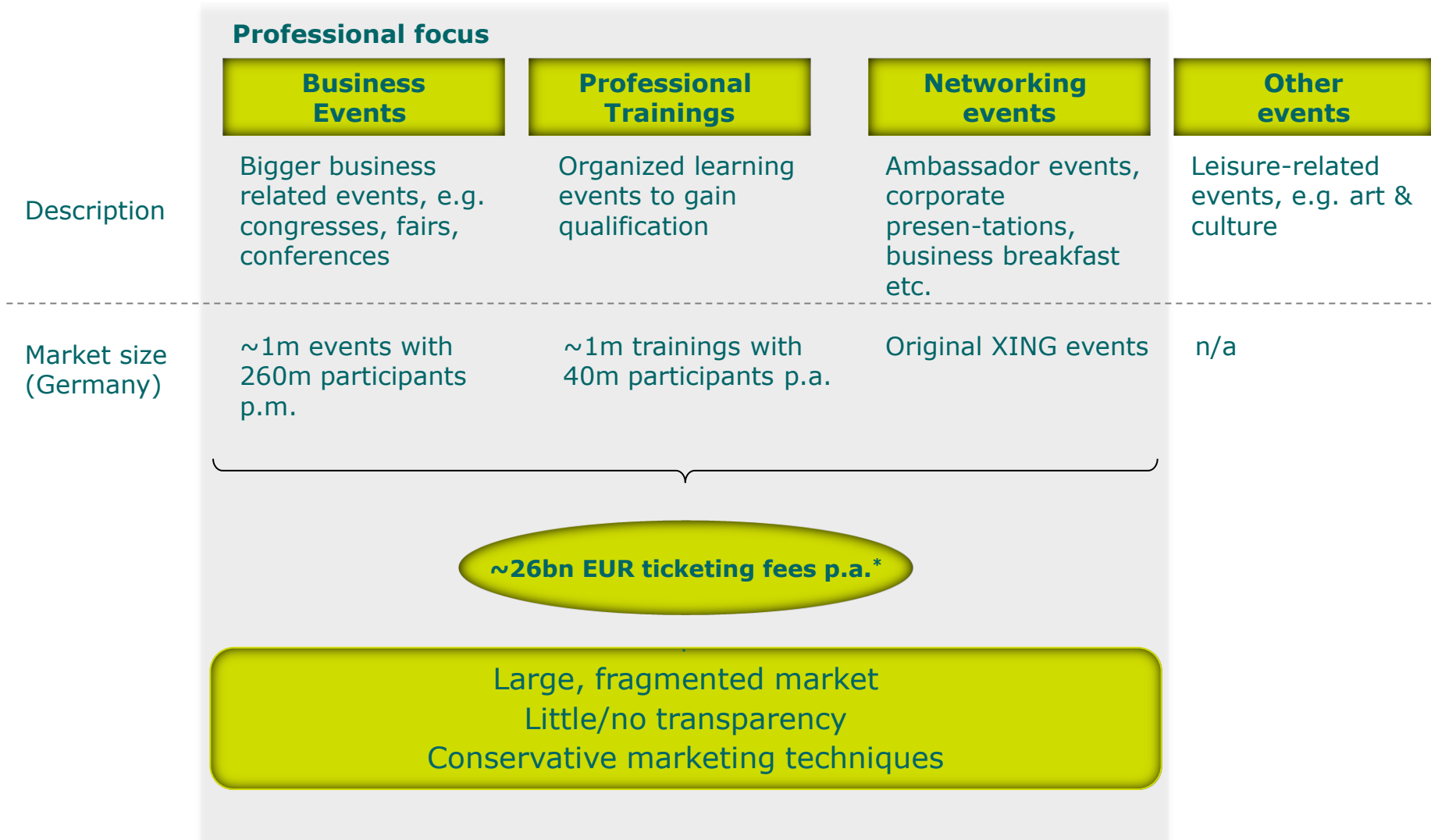
In % of total revenues



08 Our strategic approach

Invest & expand into new verticals





*Sources: Meeting- und Eventbarometer (GCB 2009 & 2010), Anbieterbefragung 2008 (gh consult GmbH), PR 17.06.2008 (Verlagsgruppe Handelsblatt), Bilanz 2009: Kennzahlen der Messewirtschaft (AUMA), BI Portal Events

- **Strong market position in high growth segment**
- **Attractive economics**
- **Significant market opportunities**
- **Good results of strategic focus**

Thank you
for your attention!

POWERING RELATIONSHIPS
WWW.XING.COM

Agenda

01 XING - Core use cases

02 Market potential

03 Operational Performance

04 Amiando AG acquisition

05 Financial Performance

01 Core Use Cases of XING as a Professional Network

1 Digital Identity Management

Jackson Bond
B.A., Princeton University

Senior Manager Corporate Development
XING AG **PLUS**
Gänsemarkt 43, 20354 Hamburg, Germany
☎ +49-40-419131-0
☎ +49-162-240 7598
Local time: 10:52 AM

Professional experience

- Sep 2008 - present** Senior Manager Corporate Development (Manager/Supervisor)
XING AG, <http://www.xing.com>
Industry: Internet
Publicly held corporation, 201-500 employees
- Aug 2007 - Aug 2008** Managing Director (Geschäftsführer) (Full Time President)
VoxGen GmbH, <http://www.voxgen.com>
Industry: Information Technology & Services, Voice User Interface Design, User-Centric Design, Audio-Erlebnisse, Mehrwertdienste, Mobile Business Models, Sprach-Applikationen, Spracherkennung, TTS, ASR, Multimodalität, Customer Care, Call-Center, eGovernment, Automotiv, Sprachportale, Voiceportale, VoiceXML, IVR, CTI, VoIP, SIP, Voice Business
Privately held company, 11-50 employees
Director Strategy, Bus.Dev., Marketing & Sales
- Sep 2001 - Aug 2007** Managing Director, Founder (Owner, Senior Executive (CEO, CFO, President))
8hertz Technologies GmbH, <http://www.8hertz.com>
Industry: Information Technology & Services
Privately held company, 11-50 employees

2 Efficient Contact Management

What's new in your network

- Polin Ayan likes "YENI ASIR CV TASARIM YARIŞMASI". Today - Show source
- Klaus Martin Meyer will be attending the "UX-Buchclub Hamburg 7. Treffen". Today
- Annika Helling hat Tipps für den 5. Spieltag abgegeben. Today - SPOX Bundesliga - Tipsspiel
- Jackson Bond likes the update "Angenehmeres Betriebsklima mit Part... bessere Ergebnisse durch gute Laune" by Deutsche Lufthansa AG. Today

Jobs that may interest you

- MANAGER FINANCE & ACCOUNTING (MW) Michael Page International (Deutschlan... Tchibo GmbH
- Sprecher Unternehmensverantwortung und Fo... Tchibo GmbH
- FINANCE DIRECTOR (MW) Michael Page International (Deutschlan...
- Anwältin/Anwalt RECORE Business Lawyers LLP

Your contacts' birthdays

- Matthias Fischer Techniker Schule Heinze 22 Sep 31
- Silke Schiggmann wer-weiss-was GmbH 23 Sep 38
- Sandra Gähler XING AG 24 Sep 31
- Nina Heil XING AG 25 Sep 35

Expand your network

First name, Last name Industry City (business)

MEMBERS YOU MAY KNOW

- Axel Letmade Wüstenrot Bausparkasse
- Stefanie Kraus Publicis Health GmbH
- Gesa Ehmser Microsoft Deutschland GmbH
- Jörn Tekaat Gruner+Jahr AG & Co KG

Visitors to your profile

- Michel Rosinski deermidia Click on employee list in Company Profile
- Non-XING member Visitor to your public profile Google: Search for "patrick moller"
- Mark Pelk AntTrail GmbH | Agentur für creative interaction Click on own contacts/bookmarks
- Detlef Böhme mobilcom Click on own contacts/bookmarks

3 Business lead generation

HOME SEARCH MESSAGES CONTACTS GROUPS EVENTS JOBS COMPANIES BEST OFFERS

Powersearch

Members whose "wants" match my "haves" Search

Results 1-10 out of 300

<< Back | Next >> | 1 | 2 | 3 | 4 | 5 ... | 30

Name, Company

- Nelson M. Peña IMC Integral Management Consultancy | Ex. Search | Inter
- Jochen F. Glöz IMC Integral Management Consultancy
- Hany Maroun Century Hotel, Doha
- David, J. L. VERMEULEN SCGroup International Corp.
- Michael Tolan World Class Group

Matches

My profile hits

- Members who recently visited my profile
- Members whose profile I visited recently
- Members who recently clicked on my company homepage
- Members who recently clicked the Homepage of one of my former companies
- Members who recently viewed my "about me" page

My contacts

- What's new in your network
- Contacts who recently changed company or position
- Contacts with a birthday soon
- Contacts who just had a birthday

My matches

- Members belonging to the same organizations
- Members who attended the same universities
- Members whose "wants" match my "haves"
- Members whose "haves" match my "wants"
- Members who know several of my contacts
- Members in the same groups as I am

XING members

- Members you may know
- Members you should know
- Members who joined recently
- Members who logged in recently
- Random members in my area

4 Tool for marketing, jobs & recruitment

JOB THAT MAY INTEREST YOU (350)

- Sprecher Unternehmensverantwortung... Tchibo GmbH, Hamburg 43 days
- Associate Corporate Finance/M&am... SSC Consult, Köln 32 days
- Director Corporate Development (... XING AG, Hamburg 84 days
- Senior Consultants und Projekte... CTcon GmbH, Deutschlandweit 77 days

JOB IN MY NETWORK (350)

- Praktikantin Qualitätsmanagement VIVISOL Deutschland GmbH, Neufahr... Today
- Technischer Produktmanager Fox Mobile Group, Berlin Today

Company updates (12)

Standard und Plus-Profile jetzt noch prominenter in der Suche

Unternehmen mit einem Standard- oder Plus-Unternehmensprofil profitieren Darstellung in den Suchergebnissen. Ab sofort wird nun auch das Firmlogo (hochgeladen) neben dem Unternehmensnamen in der globalen Suchergebnis-Übersicht gewertet. Gruppen und Jobs mit dem jeweiligen Suchbegriff angeordnet.

Übersicht: Ihr Unternehmen kann jetzt auch direkt über die XING-Startseite gefunden werden. Möglich macht dies die neue, plattformübergreifende XING-Suche im oberen Bereich Ihrer Startseite. Zum Beispiel werden Ihnen unter dem Suchbegriff "Marketing" nun neben allen Mitgliedsprofilen auch Unternehmens-Gruppen und Jobs mit dem jeweiligen Suchbegriff angezeigt.

Standard- und Plus-Profilhaber profitieren gleich doppelt: Sie werden nicht nur anhand des Unternehmensnamens gefunden, sondern auch über die Suchwörter, die Sie unter "Produkte und Dienstleistungen" auf Ihrem Profil hinterlegt haben.

Send invitation

Add an invitation message

Invite contacts from your email address book to join XING

Agenda

01 XING - Core use cases

02 Market potential

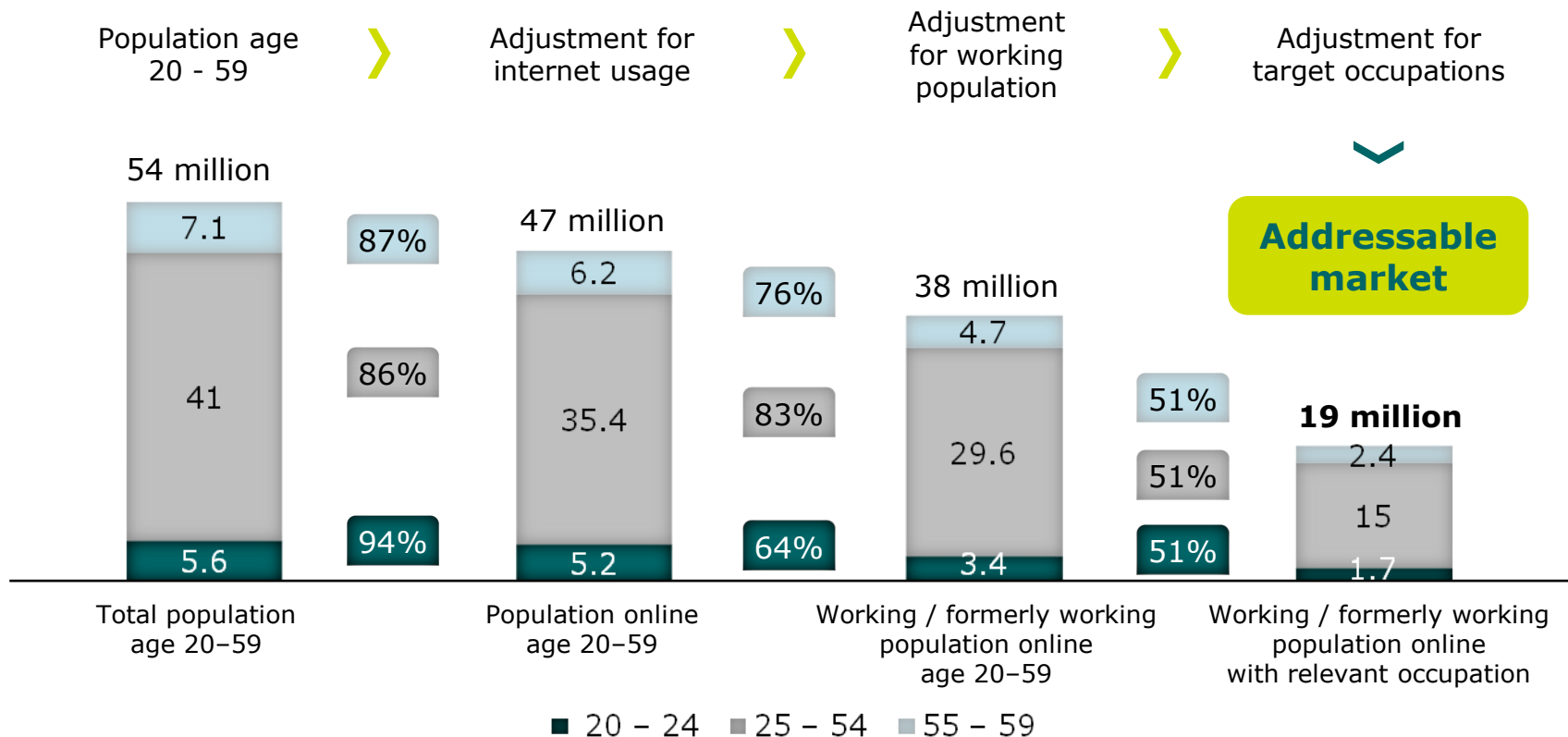
03 Operational Performance

04 Amiando AG acquisition

05 Financial Performance

02 Large Potential For Further Member & Payer Growth

Addressable Market DACH: Market Size Estimate 2015



Source: United Nations World Population Prospects 2006, United Nations Economic Commission for Europe - Statistical Division, European Commission Long-Term Labour Force Projections 2005, OECD's Committee Information Service, CEDEFOP Future Skill Needs in Europe Forecast 2008, Sal. Oppenheim estimates



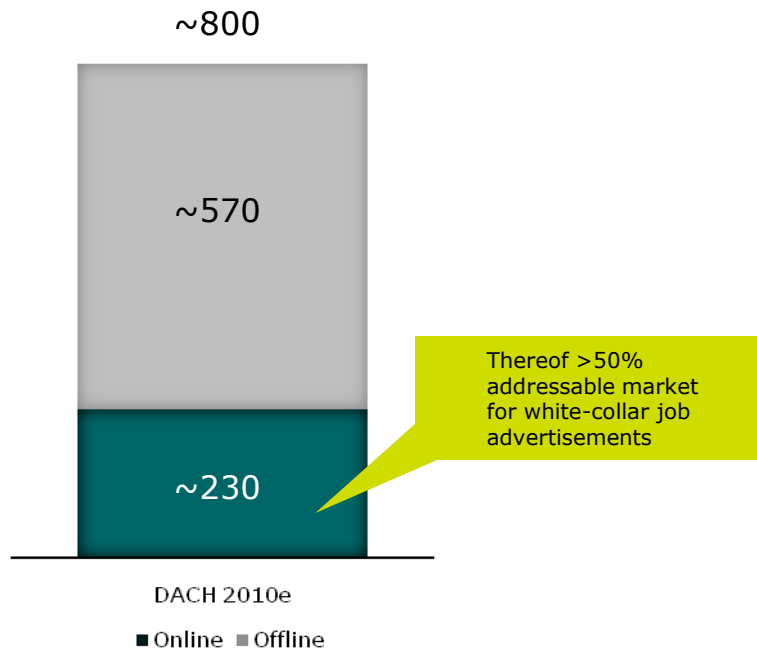
XING's total addressable market in DACH (2015) is estimated at 19 million users

02 Jobs & Recruiting Business (DACH) at a glance

Massive native potential for XING, >€200m addressable market



Market volume job boards DACH in €m



Source: Company estimates

Our opportunity to succeed



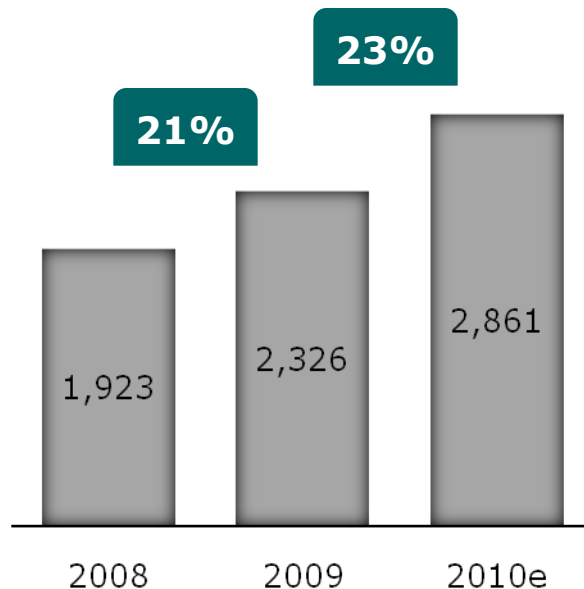
- Career advancement one core motivation to use XING
- Millions of talents on platform, best profile database in DACH (and ES and TR)
- >75.000 recruiters already on XING
- Reach most attractive "latent seekers" segment through push recommendations



Many HR executives reckon XING to be the Next Big Thing in Recruiting

German speaking online display advertising market 2008-2010e gross-growth estimates

in €m



Our opportunity to succeed

- Targeting – detailed information on customers available
- Quality – high-profile community attracts strong brands and quality advertisers
- Real opportunity: Converting advertising into content that users appreciate (exclusive offers, jobs, providers, contextual etc)




Despite market size, only secondary business since other models provide more user value and monetization potential. Limited investments to expand business.

Agenda

- 01** XING - Core use cases
- 02** Market potential
- 03** Operational Performance
- 04** Amiando AG acquisition
- 05** Financial Performance

03 Significant product launches with promising early impact

Building Blocks

- Strengthen Basics**
 - New Design
 - New features (e.g. „to do list“)
- New services**
 - Messages to contacts for basic members
 - Improved search
 - XING plug in for MS Outlook Social Connector
- Mobile Innovation**
 - Mobile handshake
 - Mobile website
- PR & Marketing Offensive**
 - PR campaign 
 - TV spot

Impact as of now

Growth:

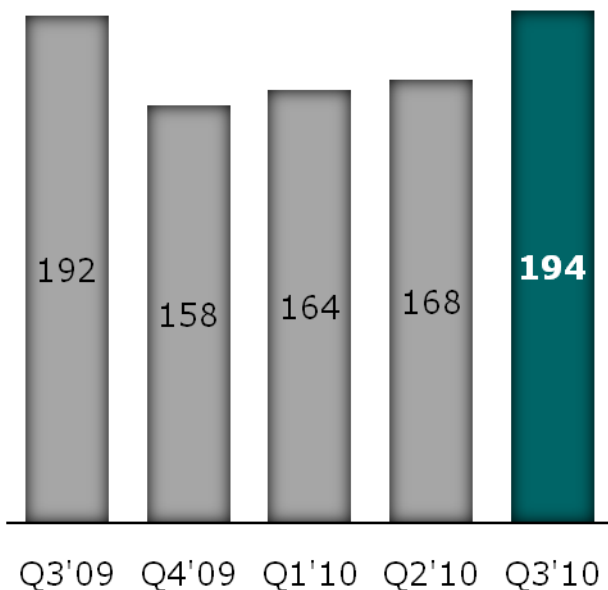
- Member gross adds** ↑↑
- Invitations** ↑↑↑
- Unique inviters** ↑↑↑

Activity:

- Logins** ↑
- Messages sent** ↑
- Contact adds** ↑
- Status messages** ↑↑

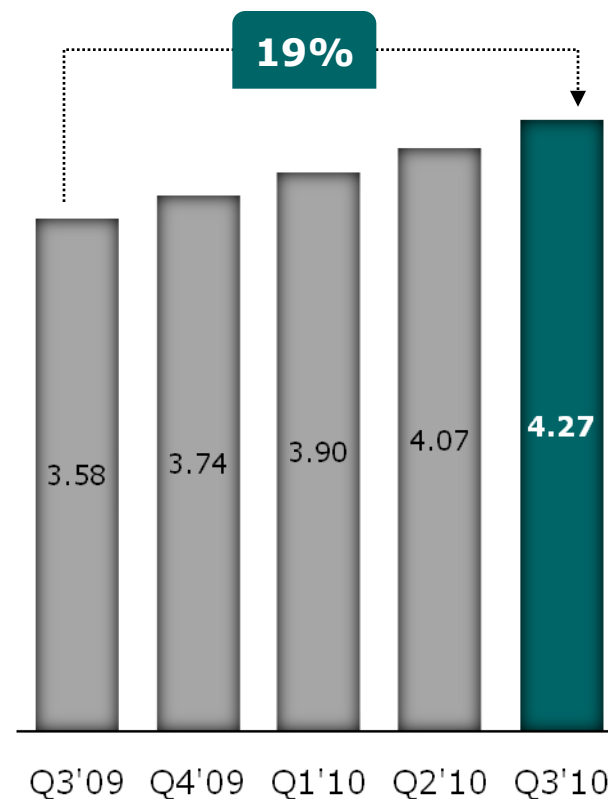
Member net adds

in 000'



Member base DACH

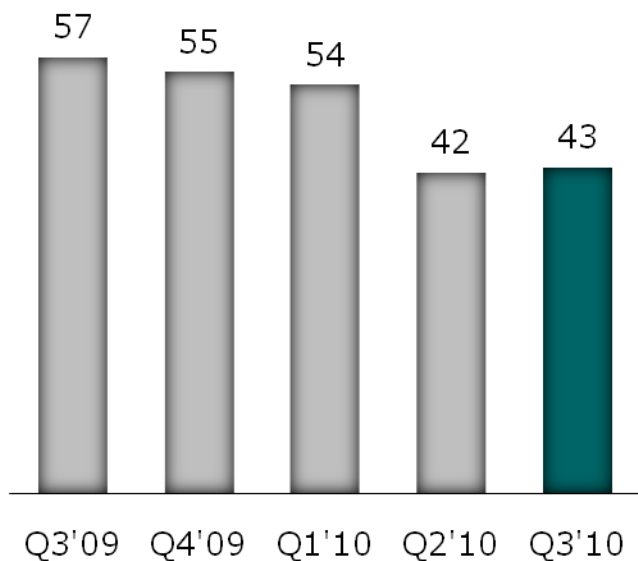
in m



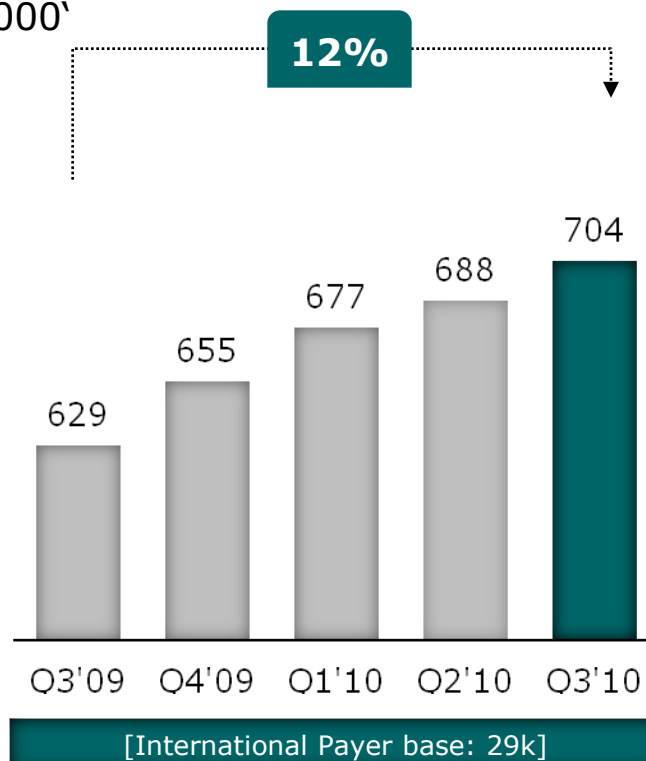
- Strongest member growth (+194k) since Q2'2009
- Continuously strong #1 in DACH
- XING usage 10x higher than next competitor in Germany*

* Source: Comscore August 2010

Payer gross adds
in 000'



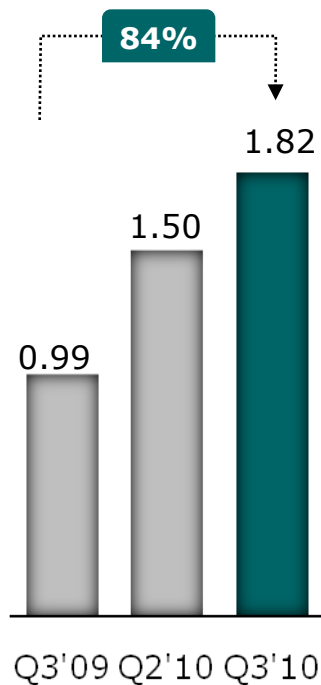
Payer base
in 000'



Q3 net payer adds (16k) up vs. previous quarter (11k)

03 DACH: E-Recruiting: Revenues increase by 84% yoy

"E-Recruiting" revenues in €m



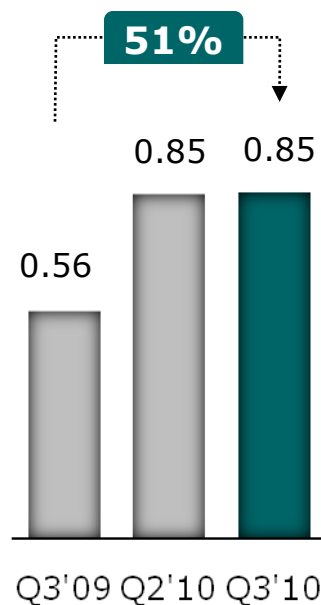
Selection of new customers in Q3'10 More than 300 in total



Distribution partnership with leading job portal
in Switzerland www.jobs.ch

Advertising revenues

in m



Comments

- CPM 4x compared to January 2010
- New ad formats
- Total number of company profiles reached 200,000

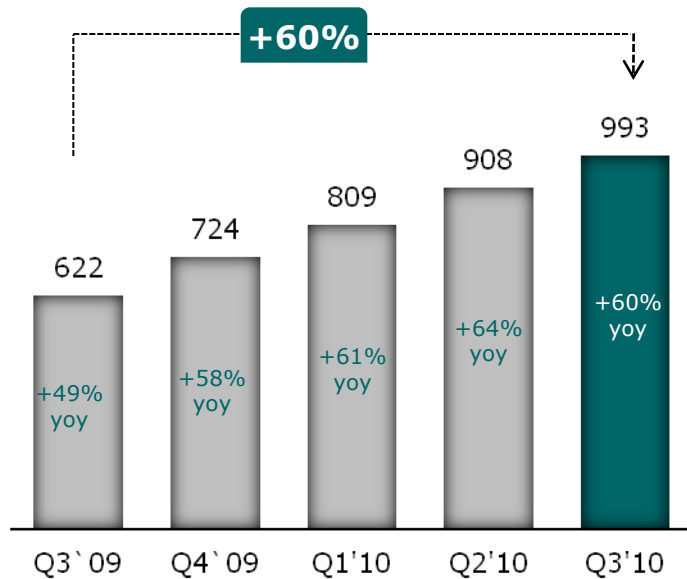


**Q3 display ad revenues impacted by seasonality
Decent qoq increase in Q4 expected**

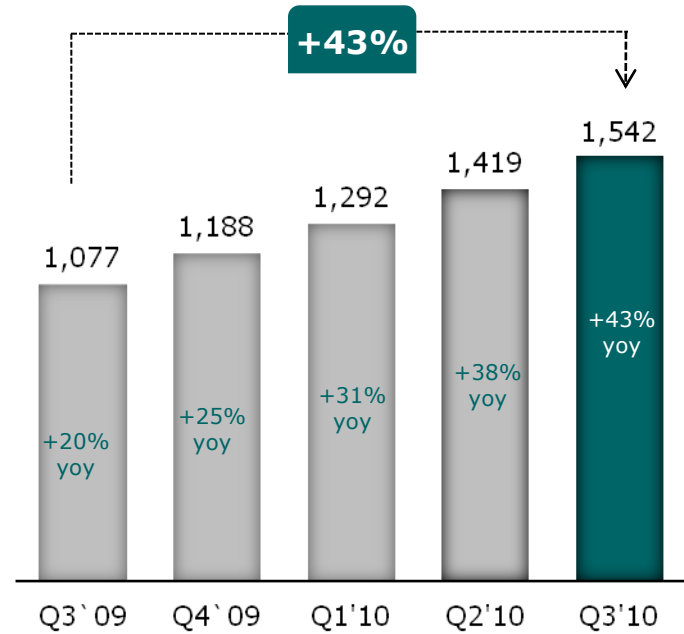
03 International business

Over 1m members in both markets

TURKEY



SPAIN



» Significant member base in both markets
Future focus: driving activity

Agenda

01 XING - Core use cases

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1. XING AG acquires amiando AG

- Objective: to form a fully integrated service provider for the promotion and fulfillment of business related events

2. amiando AG is Europe's leading platform for event management and ticketing

- 1,600 paying organizers → ~€1.5m revenues in 2010e
- Full service to event hosts (i.e. Reg. forms & ticketing, participant management, payment handling, marketing tools, event data management & CRM, etc.)

3. Events are a key element of the XING platform

- > 150,000 user generated events p.a. (DACH)
- > 750,000 event participants p.a. (DACH)

3. The XING/amiando AG events business is a significant revenue opportunity

- Jointly we can build and market very attractive solutions for organizers and attendees
- Covering the most attractive parts of the value chain (fulfillment, event promotion, post-event)
- Significant market size

4. Purchase price: initial payment of app. €5.1m + second payment of up to €5.25m on March 31, 2013 depending on numerous conditions to be met

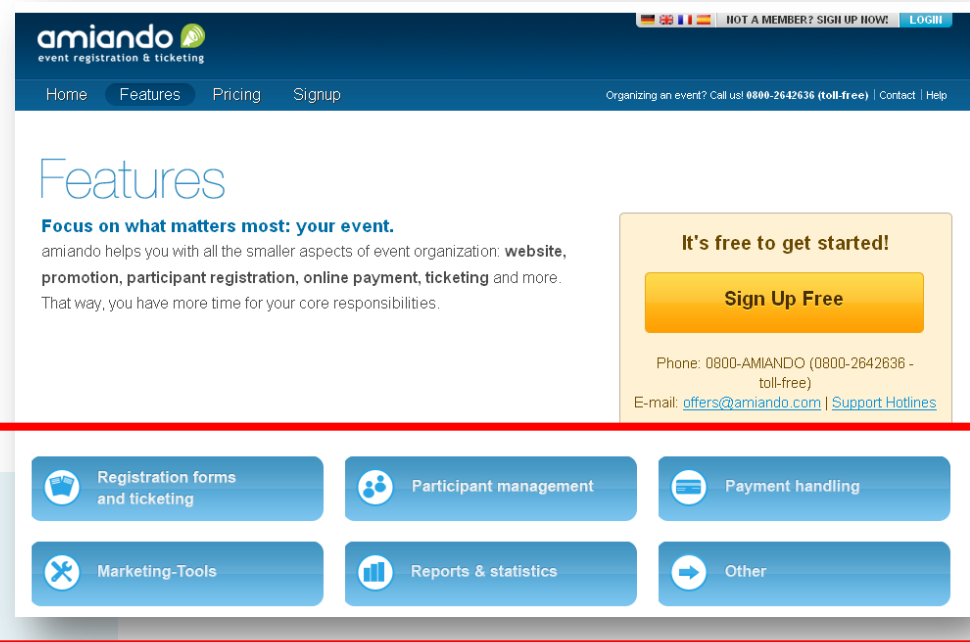
Founded: 2006

Headquarter: Munich, Germany

Employees: 24 fulltime + 11 interns

Product advantages

- ✓ Sell tickets online
- ✓ Create online event registration forms
- ✓ Promote events and sell more tickets
- ✓ Manage and keep track of attendees
- ✓ Complete payment processing

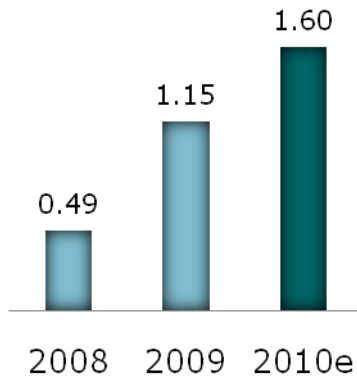


More than 30,000 happy customers

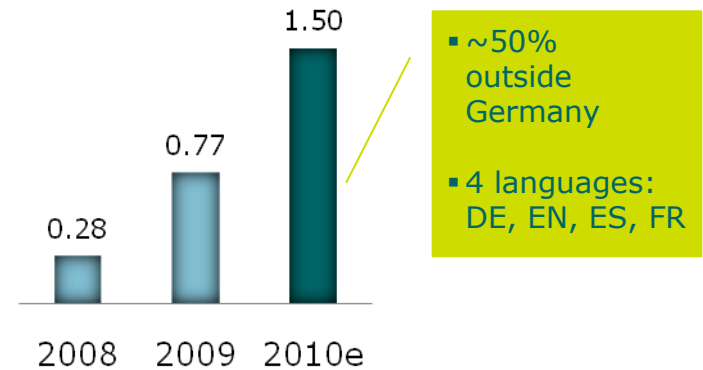


Proven success

Paying organizers in 000s



Revenues in €m



Pricing

- **Ticketing:** 5.9% of attendance fee plus 0.99 Eur fix fee per ticket
- **Event management:** add-on services such as ticket papers, mailing tool customization services for extra charge


04 XING Events: >130k events, >47k paid events with >690k participants



HN-Special: "Erfolgreicher Einsatz von Social Media im Marketing-Mix" XING EVENT

Overview Description Guest list

Share on: [Twitter](#)

Start: Tu, 25 Jan 2011, 07:00 PM **Group:** 
Location: Mercure Hotel Hannover Mitte (6.Etage), Postkamp 10, 30159 Hannover, Germany
Participants: 40
Organizer: XING | Hannover Networking
 Posted by: Carsten Meiners

Description:
 Liebe Freunde des gepflegten Networkings,
 es freut uns sehr, dass wir unsere erfolgreiche Vortragsreihe im neuen Jahr gleich mit einem absoluten Highlight zum Thema "Social Media / Online Marketing" starten können.

Dirk Rockendorf ist "Head of eBusiness" ... [Show full details](#)

Will you participate in this event?

Yes = I will buy a ticket | No | Maybe

Your name will appear in the XING guest list once you have paid for your ticket(s).

amiando integration

1. Cart » 2. Purchaser and ticket data » 3. Method of payment » 4. Check and buy

Category	Number	Still available	Price	Amount
Vortragsveranstaltung	0	14	€ 29.00	€ 0.00
			Fee	€ 0.00
			Ticket price (incl. VAT)	€ 0.00

TICKETING BY 

Next step »

Questions regarding the ticket purchase? [Click here.](#)

Participants


The guest list is only visible to XING members.

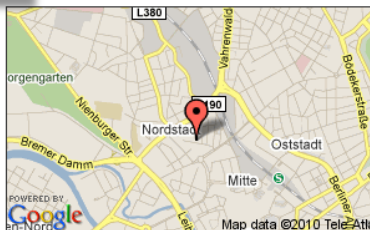
<input checked="" type="checkbox"/> Yes	35 (+5)	show
<input checked="" type="checkbox"/> Maybe	84	show
<input checked="" type="checkbox"/> No	917	show
<input checked="" type="checkbox"/> Unanswered	12331	show

Export event to iCal

Export event to Outlook

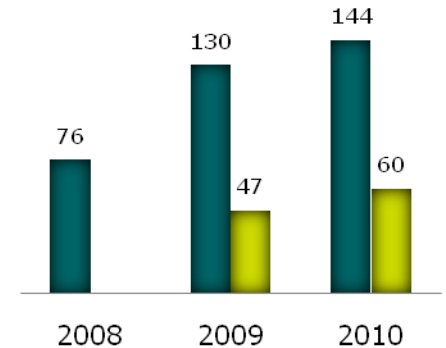
Hotels near this event

[Book directly with our partner HRS.](#) 
 Premium Members get corporate rates.

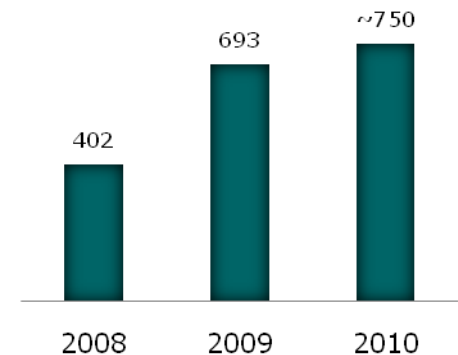


View larger map

■ # of paid events in DACH in 000s ■ # of events in DACH in 000s



■ # of participants in DACH in 000s

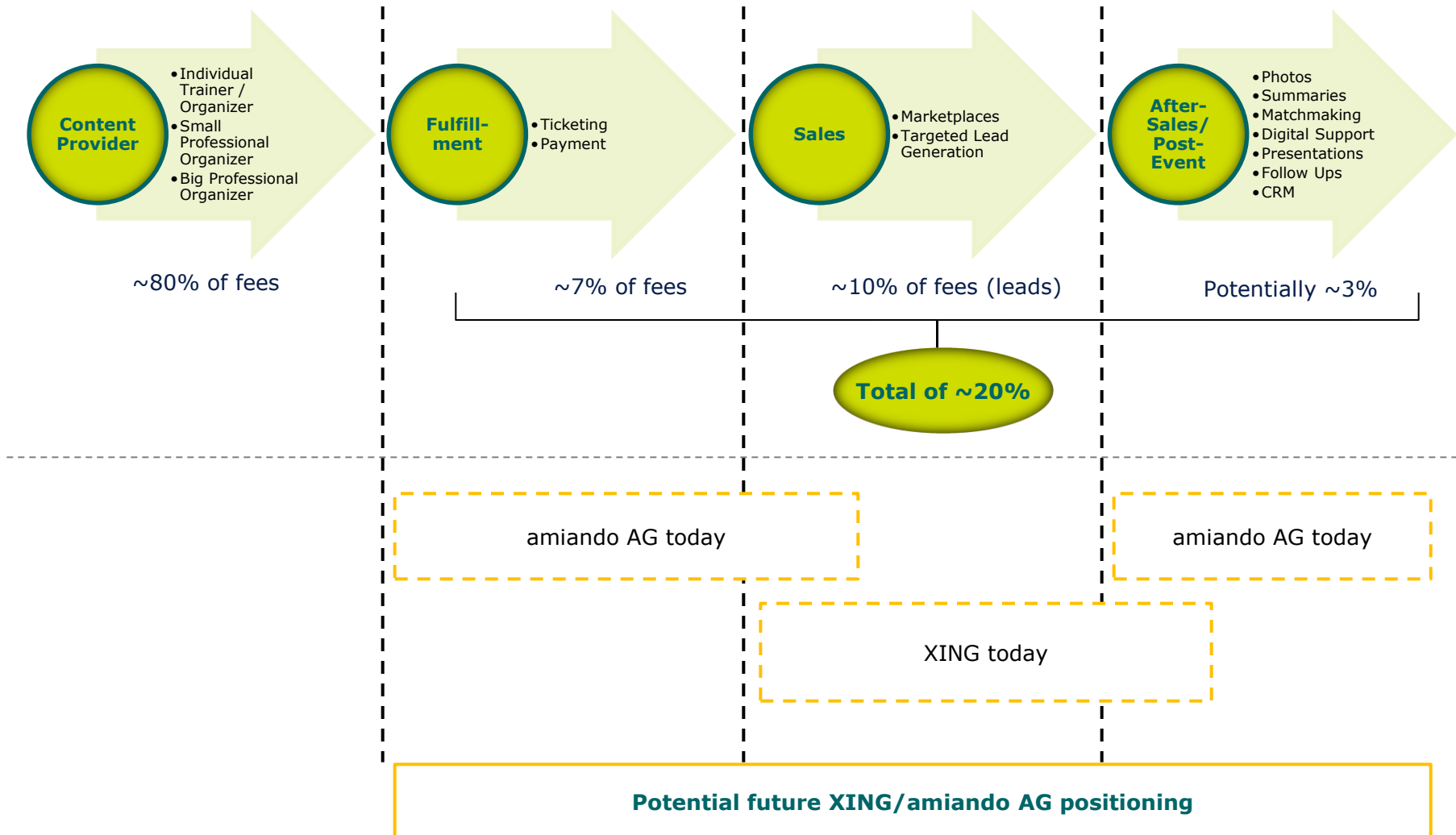


Why events on XING work:



- „Perfect“ target group
- Unique targeting capabilities
- High relevance of business graph

04 XING and amiando AG will cover the most attractive parts of the value chain



1. Acquisition of 100% of the shares of amiando AG

2. Purchase price:

1. Payment upon closing: app. €5.1 million
2. Second payment of a maximum amount of €5.25m payable by March 31, 2013 if numerous milestones are met including:
 - Current amiando management team (founders) stays on board for at least 18 months after closing
 - The new "events" entity generates revenues of €12m in 2011 & 2012 (cumulated)
 - The new "events" entity achieves a cumulated positive result in 2011 & 2012

4. Timing

- Full Consolidation as of 1st January 2011

Agenda

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> Improved profitability:

- EBITDA: 4.46m (32.4% margin), up 52% yoy

> Strong growth of non subscription revenues

E-Recruiting:

- DACH revenues up +84% yoy, (82% yoy globally)
- Continuing path of accelerating growth

Advertising:

- DACH revenues up +51% yoy, (46% yoy globally)

> Subscription:

- Stable increase in payer base
- DACH revenues up 13% yoy, (11% yoy globally)

> Product:

- Major platform improvements with highly encouraging early results



2010 – The year of profitable growth

05 Significant increase in operating performance in Q3

	Q3'10	Q2'10	Q3'10 vs. Q2'10	Q3'09	Q3'10 vs. Q3'09
	Abs.	Abs.	Rel.	Abs.	Rel.
Total revenue ¹	13.8	13.3	+4%	11.7	+18%
Costs	-9.3	-9.5	-2%	-8.7	+7%
EBITDA	4.5	3.7	+19%	2.9	+52%
Margin	32%	28%	+4%pt	25%	+7%pt
Depreciation	-1.3	-1.2	6%	-1.5	-11%
Financial Result	-0.0	0.0		0.0	
Taxes	-1.0	-1.2	-15%	-1.1	-10%
Net Result	2.1	1.3	+56%	0.3	+513%

¹ Including other operating income



EBITDA-Margin up 5th consecutive quarter in a row

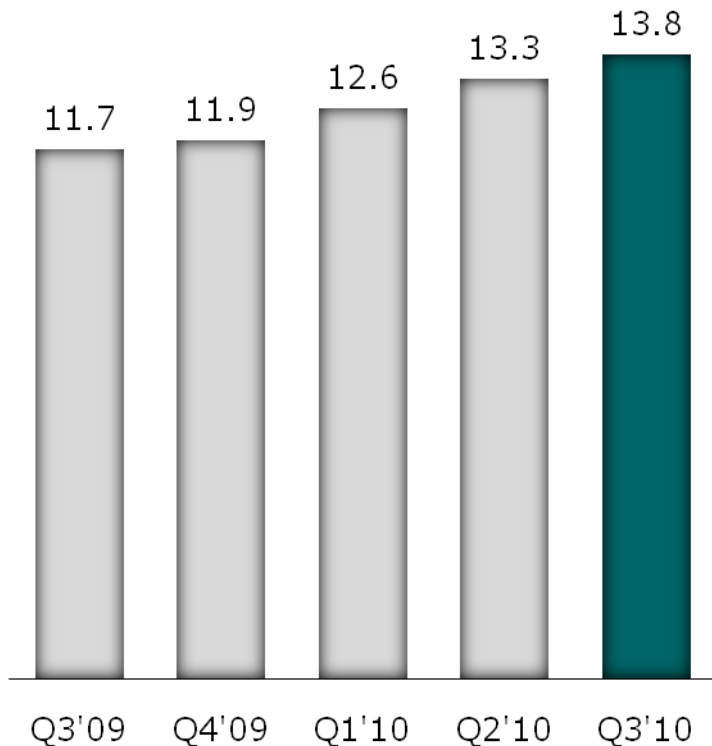
05 Quarterly revenues continue to grow

EBITDA €4.5m; margin 32%

- Global figures -

Revenues

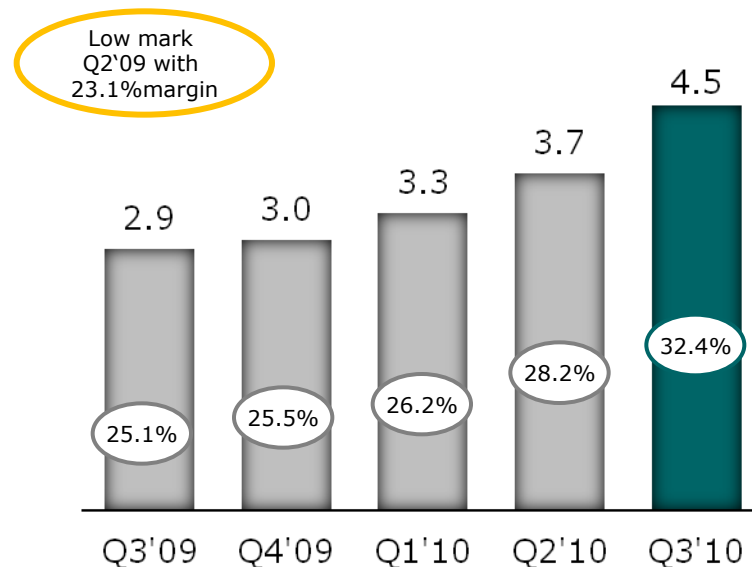
In €m



EBITDA

In €m

In % of total revenue



EBITDA Margin >30% for the first time since Q2'09

- Global figures -

Subscriptions

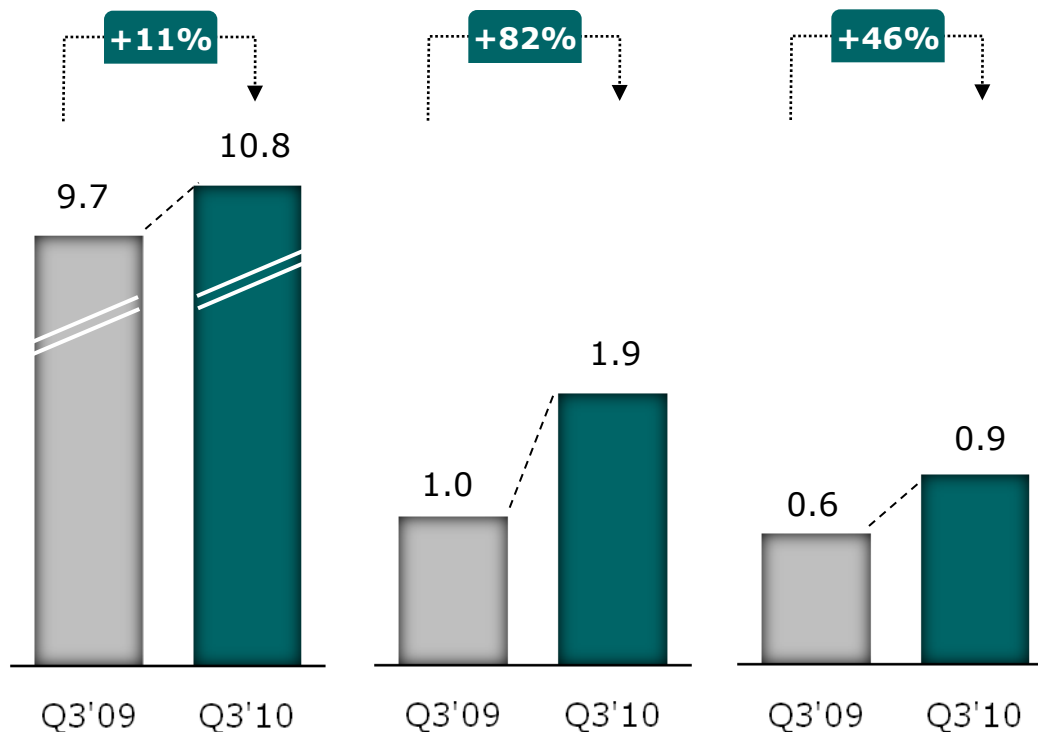
In €m

E-Recruiting

In €m

Advertising

In €m



XING community and web 2.0 context powerful assets to enter and exploit adjacent markets

05 Personnel costs Q3'10: €4.4m; 32% of revenues

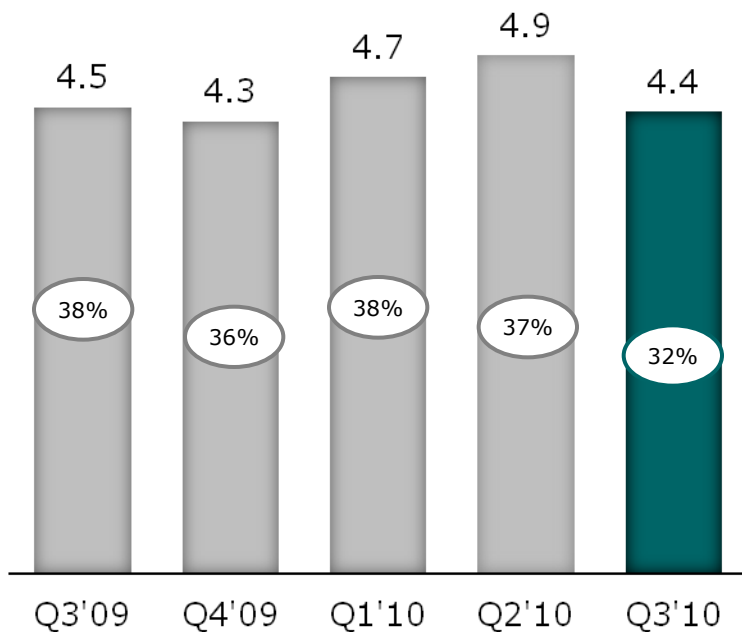
- Global figures -

Personnel

in €m

in % of revenue

Comments



- Q2 impacted by negative one-off from reorg
- Q3 impacted by positive one-off from release of personnel-related accruals
- FTE's qoq flat

05

Marketing expenditures

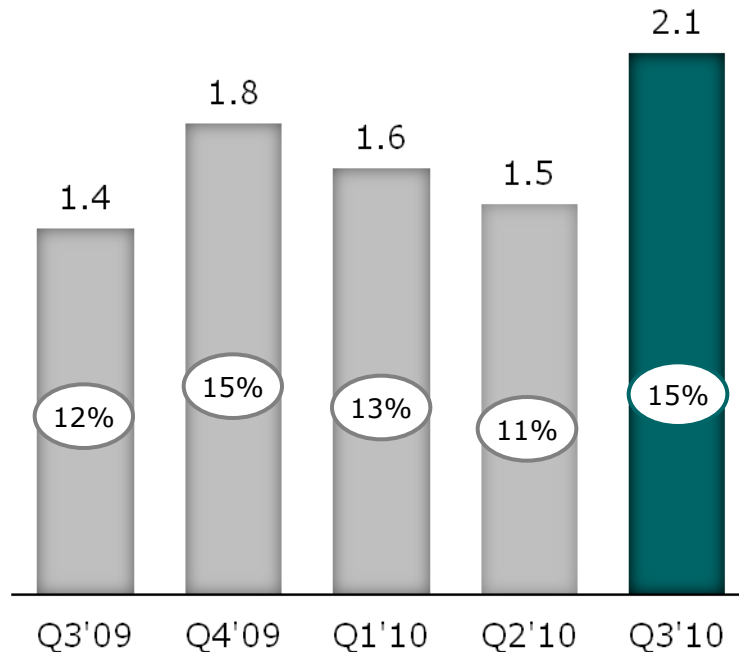
First XING-TV campaign ever started in Sep'2010

- Global figures -

Marketing

in €m

in % of revenue



Comments

- First XING TV Campaign



- SEM
- Display campaigns
- Affiliate programs
- Cooperations

05 Other operating expenses in Q3'10: €2.8m; 21% of revenues

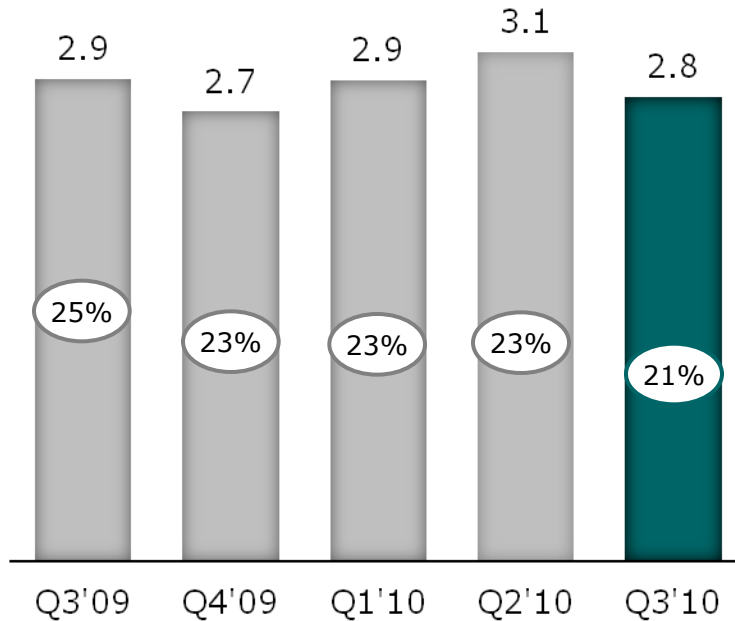
- Global figures -

Other operating expenses

in €m

in % of revenue

Comments



Cost line includes:

- External services
- Legal, audit, consulting
- Payment processing
- Server hosting
- Rent & other costs

05 Cash Flow Statement

Operating cash flow €4.0m in Q3'2010

- Global figures -

in €m	2009		2010		Q3'10	Q3'10 vs. Q3'09	Q3'10 vs. Q2'10
	Q3'09	Q4'09	Q1'10	Q2'10			
	Abs.	Abs.	Abs.	Abs.			
EBITDA	2.9	3.0	3.3	3.7	4.5	+1.6	+0.8
Interest/Tax/ESOP	0.0	+0.3	+0.3	+0.1	-1.3	-1.3	-1.4
Δ Net Working Capital	+1.4	+1.1	+5.6	+1.2	+0.8	-0.6	-0.5
Operating Cash flow	+4.3	+4.4	+9.2	+5.0	+4.0	-0.3	-1.0
Investment - Operating	-1.5	-1.1	-1.4	-1.1	-1.2	-0.3	-0.1
Investment - Acquisitions	0.0	0.0	-0.7	0.0	-0.4	-0.4	-0.4
Financing incl. Share Buyback	0.0	1.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	-0.1	0.0	0.0	0.0	0.0	0.0
Free Cash flow	+2.8	+4.2	+7.1	+4.0	+2.4	-0.4	-1.6



€1.5m tax payments in Q3'2010

05 Balance Sheet

Low invested capital!

in €m

	2010			2009	
	Q3'10	Q2'10	Q1'10	Q4'09	Q3'09
	Abs.	Abs.	Abs.	Abs.	Abs.
Assets	90.8	88.6	84.9	80.7	82.1
Operating assets	17.1	17.0	17.0	19.6	21.3
Acquisitions / International	16.9	17.2	17.5	17.9	21.7
TAX A/R	0.4	0.5	0.5	0.4	0.5
Cash	56.4	53.9	50.0	42.9	38.6
Liabilities	90.8	88.6	84.9	80.7	82.1
Equity	58.3	55.9	54.3	52.7	55.7
Deferred Income	20.1	19.6	18.7	16.2	14.8
Liabilities	5.3	5.7	5.8	6.4	6.5
Tax Liabilities	7.1	7.4	6.2	5.4	5.0
Other	0.0	0.0	0.0	0.0	0.0



Negative net working capital

Backup

POWERING RELATIONSHIPS
WWW.XING.COM

XING AG IR stats

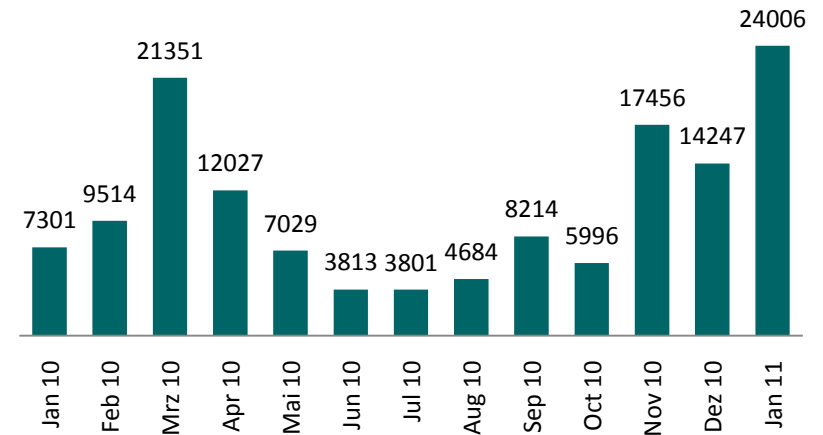
Market Cap: ~€220m / €56m cash / no debt



Consensus
(January, 2010)

	2010e	2011e	2012e	2013e
Total revenues	54.3	64.9	72.8	85.2
EBITDA	16.3	21.3	24.7	29.4
<i>Margin</i>	30%	33%	34%	35%
Depreciation	(5.2)	(5.8)	(6.3)	(8.3)
EBIT	11.1	15.5	18.5	21.1
<i>Margin</i>	20%	24%	25%	25%
Net income	7.5	10.9	13.0	14.6
EPS in €	1.45	2.09	2.50	2.83
Free cash flow	11.8	13.7	15.6	18.4

Average Trading Volume per day (XETRA)



Analyst coverage

Deutsche Bank,
DZ Bank,
Hauck & Aufhäuser,
HSBC

Shares

5,291,996

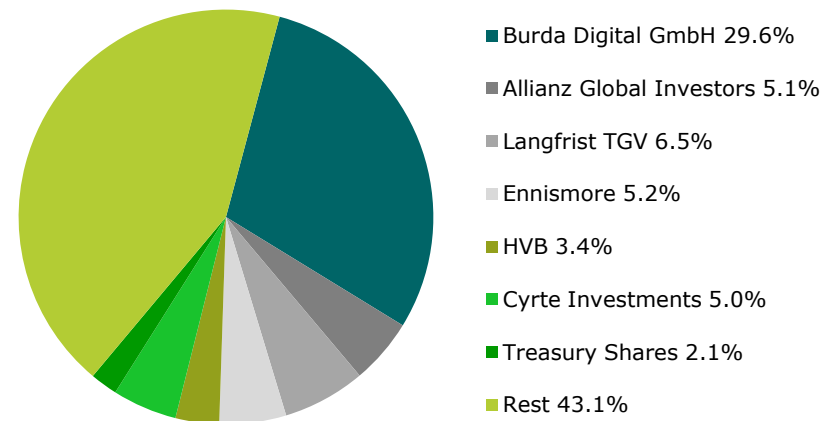
TecDax ranking end of December 2010

Market Cap.

35

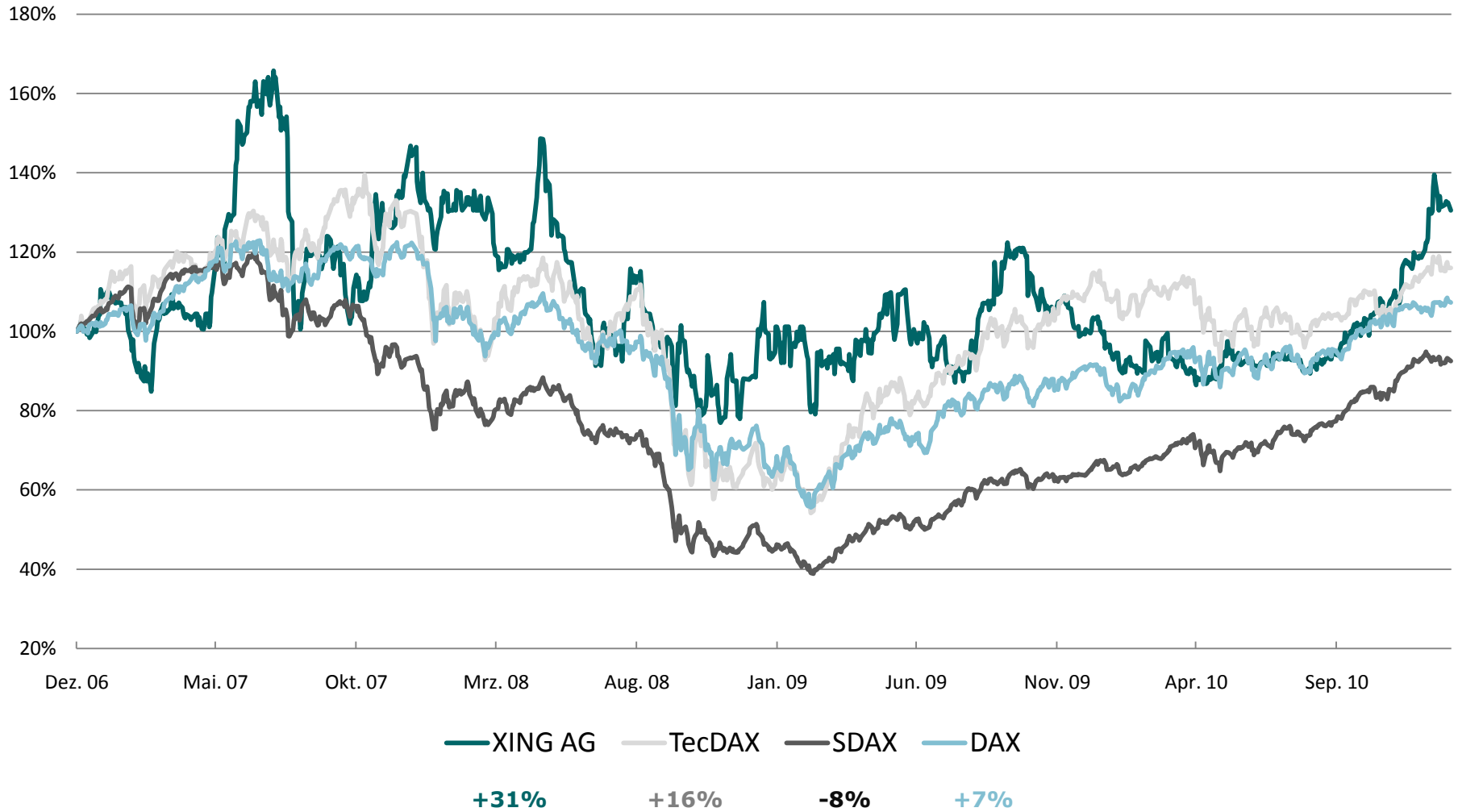
Turnover

44



Free float according to Deutsche Börse: 68.3%

XING share price since IPO in Dec'06 (as of Jan 31, 2011)





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<h2>Subscription business</h2>	<ul style="list-style-type: none"> ▪ Paid in advance ▪ 733k Payers ▪ >90% activity rate 	<ul style="list-style-type: none"> ▪ 3 months: €6.95* ▪ 12 months: €5.95* ▪ 24 months: €4.95*
<h2>E-Recruiting</h2>	<ul style="list-style-type: none"> ▪ Recruiter memberships ▪ Click Price Job Ads ▪ Fix Price Job Ads 	<ul style="list-style-type: none"> ▪ €49.95/€39.95/€29.95 (3/6/12 months)* ▪ €0.69 per job click ▪ LOGO: €395 / DESIGN: €495*
<h2>Advertising</h2>	<ul style="list-style-type: none"> ▪ Best Offers ▪ Enterprise Groups ▪ Display Advertising ▪ Company Profiles 	<ul style="list-style-type: none"> ▪ Set up fee & rev. Share ▪ Set up & regular fee ▪ eCPM ▪ €24.90 (Standard) / €129 (Plus)*
<h2>Others</h2>	<ul style="list-style-type: none"> ▪ Paid-Events ▪ XING Seminars 	<ul style="list-style-type: none"> ▪ Provision to XING ▪ Provision to XING

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