



XING AG
Interim Results Q3 2014

November 6, 2014

XING 

Q3 HIGHLIGHTS



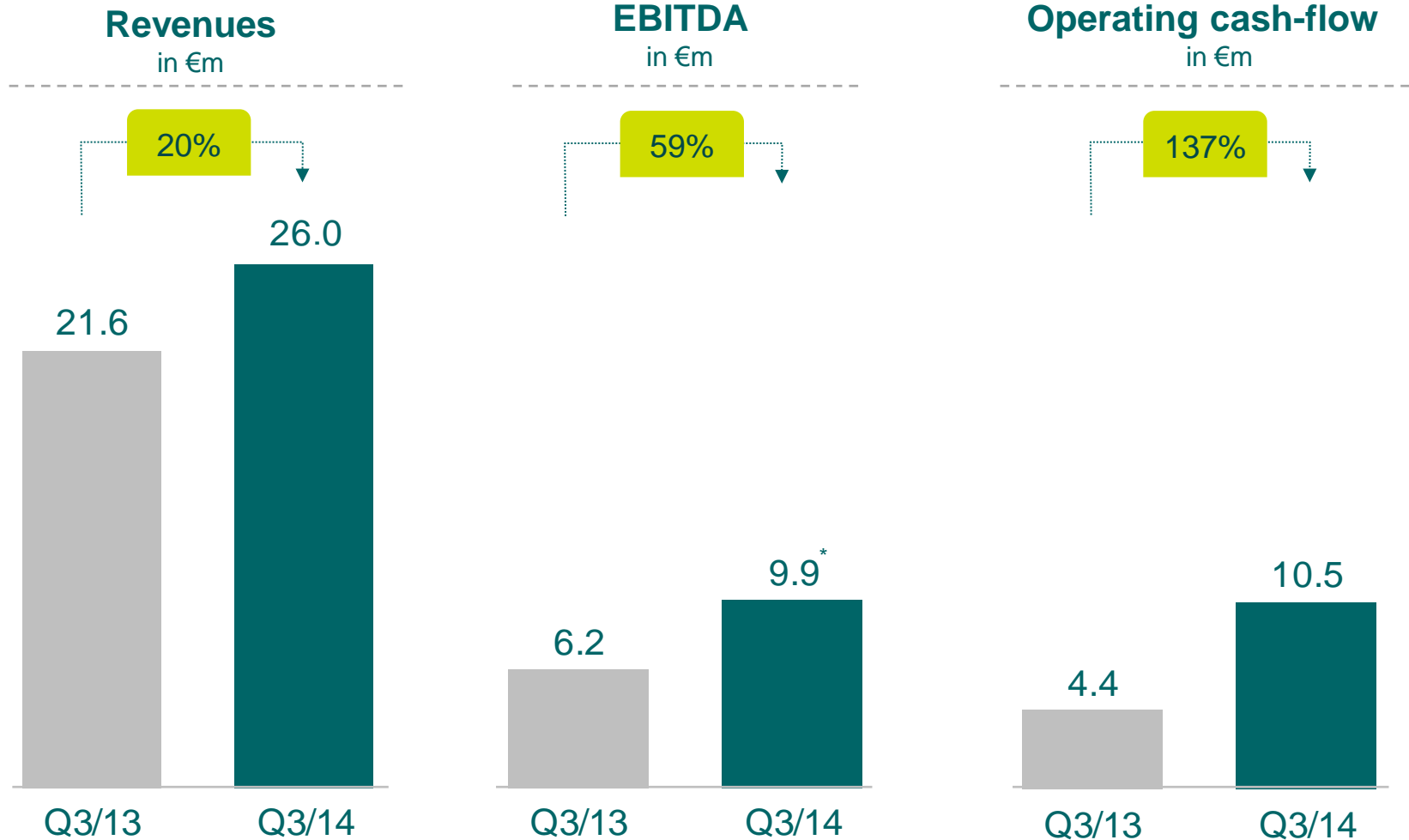
REVENUE GROWTH 20% YOY; EBITDA GROWTH 59% YOY
FY EBITDA INCL. KUNUNU-EARN-OUT EXPECTED AT €28-29M

STRONGEST QUARTERLY MEMBER GROWTH SINCE IPO

E-RECRUITING BUSINESS GROWING 42%

NEW POSITIONING = NEW PRODUCTS

Q3 TOP-LINE GROWTH 20%; EBITDA GROWTH 59%

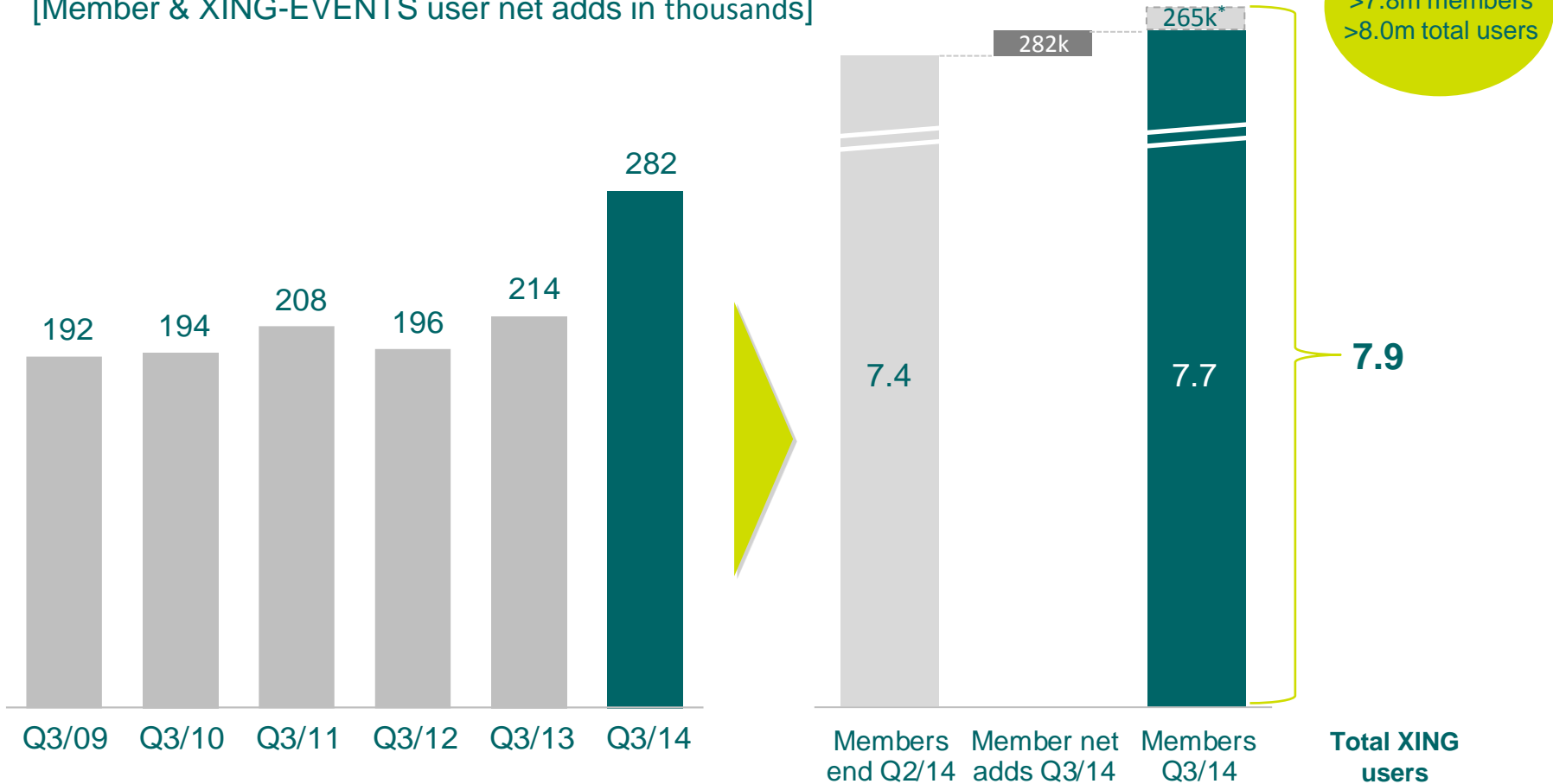


* W/o kununu earn-out

STRONGEST QUARTERLY MEMBER GROWTH SINCE IPO: 282,000



[Member & total user base in million]
 [Member & XING-EVENTS user net adds in thousands]



Rounding differences are possible

* Net new XING-EVENTS users

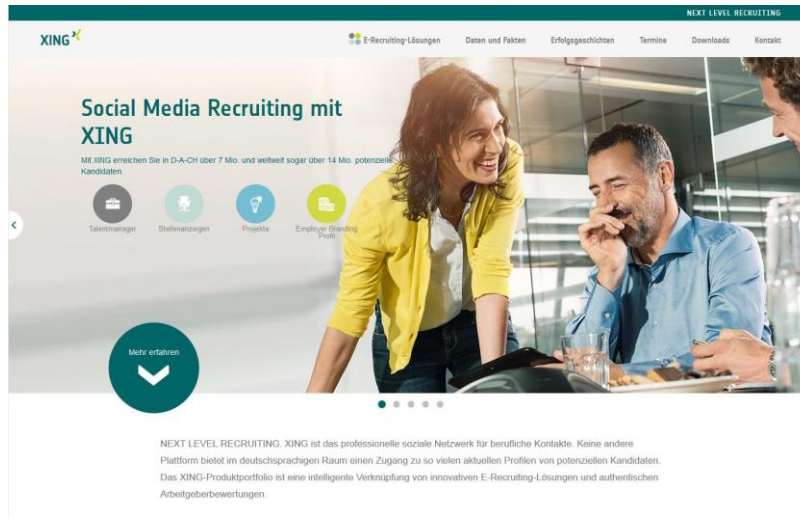
E-RECRUITING WITH ACCELERATING GROWTH RATES: Q3/14: 42% VS. Q3/13: 17%



Key drivers

- Strong XTM growth: 1,900 B2B customers (+850 since Q3/13)
- Strong EBP growth
- Solid double digit growth in classical job ad business

E-Recruiting revenue [€m]



NEW POSITIONING = NEW PRODUCTS

“For a better working life”



“Enable professionals to grow”

Digitalisation

Shortage of skilled workforce

Change in values & Generation Y



***XING** offers product solutions for modern working life*



***XING** offers the biggest talent pool in D-A-CH*



***XING** offers transparency, choice and opportunities*

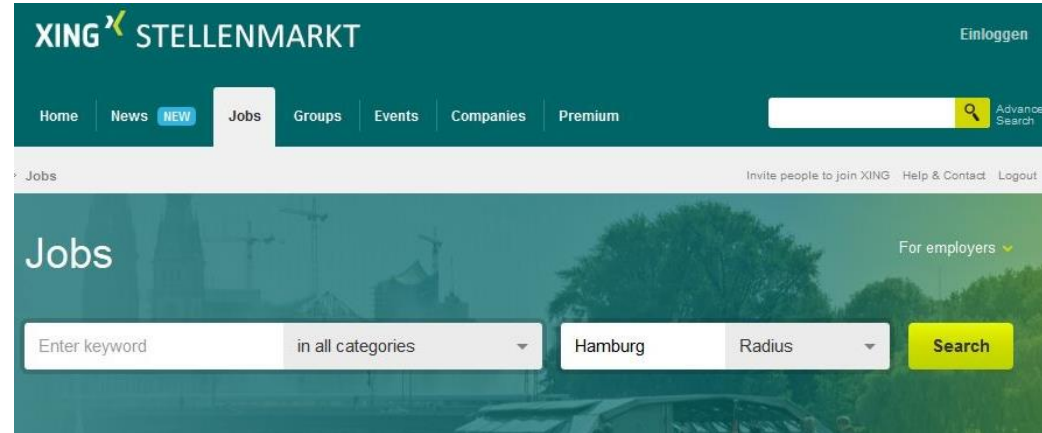
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- **Launch of XING JOBS MARKETPLACE**
 - **Launch of XING PROJOB**
 - **Launch of XING EVENT MARKETPLACE**

LAUNCH OF “XING JOBS MARKETPLACE” HELPING OUR MEMBERS TO FIND THE RIGHT JOB



Key facts

- Strong focus on user needs
- Find the job that suits your living conditions & values
- 300 different job & city pages
- Non-XING members can discover jobs
- <https://www.xing.com/stellenmarkt>



What attributes should your next employer have?



Popular employers with vacancies in Hamburg
– rated by employees

LAUNCH OF XING "PROJOBS" FOR ACTIVE JOBSEEKERS (LAUNCHED OCT 2014)



XING Ihr geschützter ProJobs-Bereich Profilsicht

Zurück zum öffentlichen Profil

1 ProJobs Grundeinstellungen 2 Jobwünsche festlegen 3 Lebenslauf erweitern 4 Dokumente hochladen

ProJobs Grundeinstellungen

Hier können Sie die Sichtbarkeitsinstellungen für Ihre ProJobs-Angaben festlegen, Ihren Karrierestatus definieren und angeben, wie und wann Sie eine Kontaktaufnahme wünschen.

Sichtbarkeitsinstellungen

Wer darf Ihre geschützten ProJobs-Angaben auf Ihrer XING-Profilseite sehen?

Top-Recruiter auf XING*	Ihre direkten Kontakte auf XING	Alle übrigen Mitglieder auf XING
<input checked="" type="checkbox"/> Headhunter <input checked="" type="checkbox"/> Personalkräfte in Unternehmen <small>* Nutzer des XING Talentmanagers</small>	<input checked="" type="radio"/> Alle sperren <input type="radio"/> Alle freischalten <input type="radio"/> Einzelne sperren <input type="radio"/> Einzelne freischalten	<input checked="" type="radio"/> Alle sperren <input type="radio"/> Alle freischalten

Karrierestatus und Kontaktoption

Alle Angaben, die Sie hier machen, sind auf Ihrem XING-Profil ausschließlich für den Personenkreis sichtbar, den Sie oben ausgewählt haben.

Geschützte ProJobs-Angaben

Ihr aktueller Karrierestatus ist für alle XING-Mitglieder sichtbar.



Wer darf Ihre ProJobs-Angaben sehen?

Top-Recruiter im XING-Netzwerk*
Alle freigeschaltet

Ihr XING-Netzwerk (direkte Kontakte)
67 Kontakte freigeschaltet

Weitere XING-Mitglieder (Nicht-Kontakte)
Alle gesperrt

Bearbeiten

- New add-on Premium service
- Being more visible for >3,000 top recruiters
- Much more detailed and more relevant job offers due to additional profile information
- Full control: discover jobs in a discrete way
- Price: €24.95-€39.95 (incl. Premium-membership) (3, 6, 12 or 24 months)



- 400 professional events per day
- Discover events that...
 - help me improve my skills
 - help meeting interesting people (learn, exchange knowledge etc.)
 - my contacts are going to as well (people2meet)
- Accessible also for non-members
- Mobile

Q3 FIGURES

Q3 FINANCIAL HIGHLIGHTS



ACCELERATING MEMBER GROWTH REINFORCING
MARKET LEADER POSITION

CONTINUING ACCELERATION OF REVENUE GROWTH
DRIVEN BY PREMIUM CLUB AND E-RECRUITING

EBITDA INCL. KUNUNU-EARN-OUT: €9.1m

FY EBITDA INCL. KUNUNU-EARN-OUT
EXPECTED AT €28-29M

OVERALL, FINANCIALS WELL ON TRACK

	Q3/14	Q2/14	Q3/14 vs. Q2/14	Q3/13	Q3/14 vs. Q3/13
	Abs.	Abs.	%	Abs.	%
Total revenue ¹	26.0	24.4	7%	21.6	20%
Costs	(16.1)	(17.4)	5%	(15.4)	(10%)
EBITDA w/o kununu earn-out	9.9	7.0	40%	6.2	59%
Margin w/o kununu earn-out	38%	29%	32%	29%	32%
Non-operating costs from kununu earn-out	(0.8)	(0.5)	(53%)	0.0	N.A.
EBITDA incl. kununu earn-out	9.1	6.5	39%	6.2	47%
Depreciation (incl. PPA)	(1.9)	(2.2)	12%	(2.1)	5%
Financial result	0.0	0.0	215%	0.0	(85%)
Taxes	(2.5)	(1.6)	(61%)	(1.5)	(72%)
Net result incl. kununu earn-out	4.7	2.8	68%	2.7	71%
Net result w/o kununu earn-out	5.4	3.3	66%	2.7	99%

NETWORK / PREMIUM AND E-RECRUITING CONTINUE TO DRIVE XING PROFITABILITY

		Segment EBITDA	Margin
Network / Premium		€ 10.6m	68%
E-Recruiting ¹		€ 5.0m ¹ € 4.2m ²	57% ¹ 48% ²
Events		(€ 0.4m)	N.A.
Tech, Central Services & Other		(€ 5.3m)	N.A.
Total EBITDA w/o kununu earn-out		€ 9.9m	38%

Rounding differences are possible

¹) W/o kununu earn-out

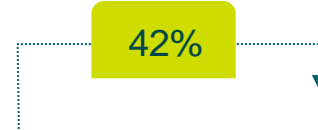
²) Incl. Kununu earn-out

STRONG ACCELERATION OF REVENUE GROWTH RATES IN KEY SEGMENTS NETWORK/ PREMIUM & E-RECRUITING

Network / Premium
in €m

e-Recruiting
in €m

Events
in €m

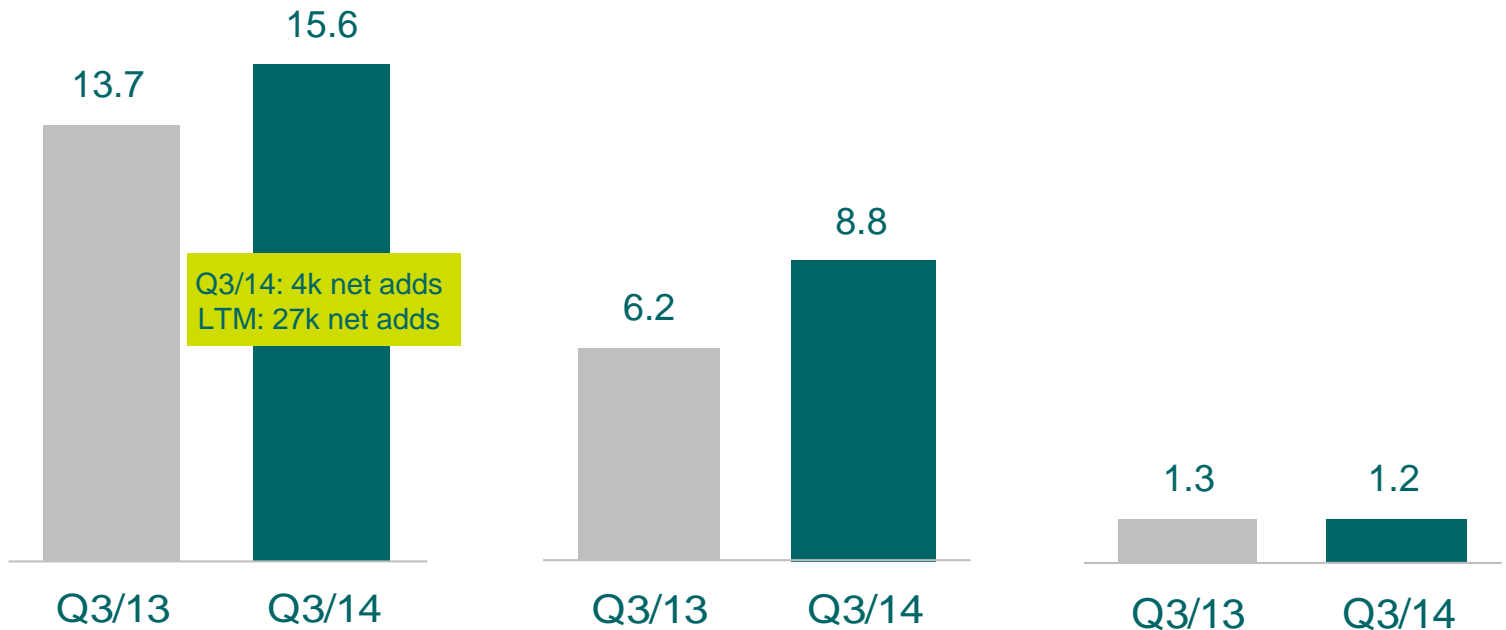


Growth rate Q3/13 yoy

7%

17% (organic)¹

32%



Rounding differences are possible

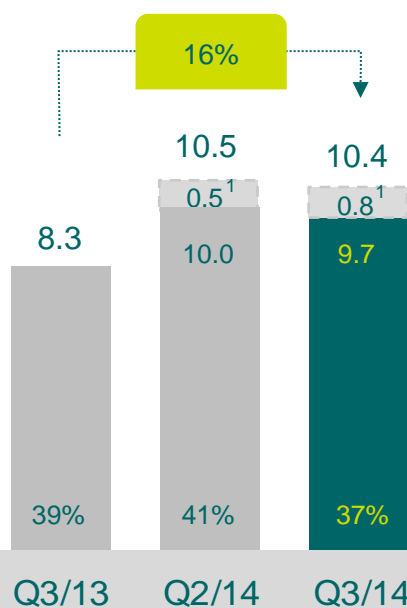
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¹) W/o anorganic growth from kununu acquisition

QOQ COST DEVELOPMENT IMPACTED BY BASE EFFECTS AND PHASING

Personnel

in €m
in % of total revenue



- Investment in product/technology organization & sales/marketing
- Q2/14 and Q3/14 including non-operating costs from kununu earn-out
- +77 FTEs

Marketing

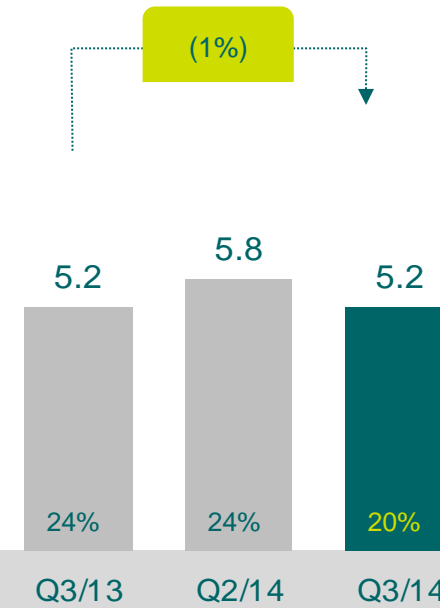
in €m
in % of total revenue



- Online display & social media adv.
- Search engine marketing (SEM)
- Offline marketing expenditure (conferences & events, print, sponsoring)
- Affiliate marketing

Other expenses

in €m
in % of total revenue



- External services, legal, audit & consulting
- Payment processing, server hosting
- Rent & other costs

Rounding differences are possible

¹⁾ Impact from kununu earn-out

CONTINUOUS STRONG CASH CONVERSION

	Q3/14	Q2/14	Q3/14 vs. Q2/14	Q3/13	Q2/14 vs. Q2/13
	Abs.	Abs.	Abs.	Abs.	Abs.
EBITDA	9.1	6.5	2.6	6.2	2.9
Interest/tax & kununu earn out	(0.3)	(0.6)	0.3	(0.9)	0.6
Change net working capital	1.6	0.4	1.2	(0.9)	2.5
Operating cash flow excl. organizer cash	10.5	6.4	4.1	4.4	6.1
Investment – operating	(3.2)	(2.9)	(0.3)	(2.9)	(0.3)
Investment – acquisitions	(0.3)	(0.6)	0.3	0.0	(0.3)
Financing incl. transaction of own shares	0.0	0.0	0.0	0.4	(0.4)
Free cash flow excl. organizer cash & dividends	6.9	2.9	4.1	1.9	5.0
Regular & special dividends	0.0	(23.4)	23.4	0.0	0.0
Free cash flow excl. event organizer cash & incl. Dividends	6.9	(20.6)	27.5	1.9	5.0
Effects organizer cash	0.5	(1.0)	1.5	1.6	(1.1)
Free cash flow incl. event organizer cash & dividends	7.4	(21.6)	28.9	3.5	3.9

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XING 

FOR A BETTER WORKING LIFE

www.xing.com

BACKUP

XING BEST POSITIONED TO BENEFIT FROM MEGATREND “NEW WORK”...

Digitalisation

- WORK ANYWHERE & ANY TIME
- TRANSPARENCY
- NETWORKS DEMOCRATISE GOOD CONTACTS



XING offers product solutions for modern working life

Shortage of skilled workforce

- CHANGING POWER BALANCES
- WAR FOR TALENT
- NEED FOR PROACTIVE RECRUITING & EMPLOYER BRANDING



XING offers the biggest talent pool in D-A-CH

Change in values & Generation Y

- FLEXIBILITY, INDEPENDENCE & SELF-DETERMINATION
- ABOLITION OF ARTIFICIAL HIERARCHIES
- MEANINGFUL & FULFILLING JOB MORE IMPORTANT THAN A CAREER



XING offers transparency, choice and opportunities

“For a better working life”

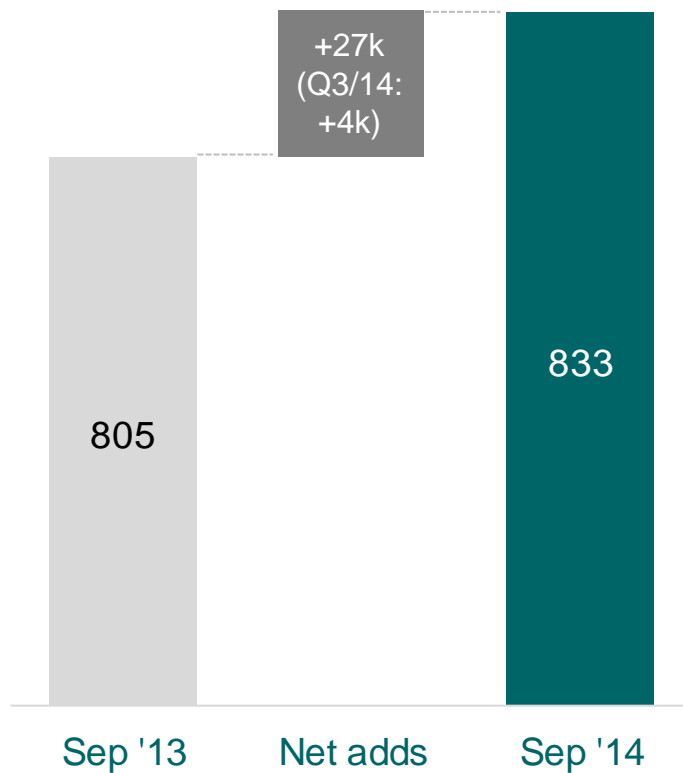
XING 

“Enable professionals to grow”

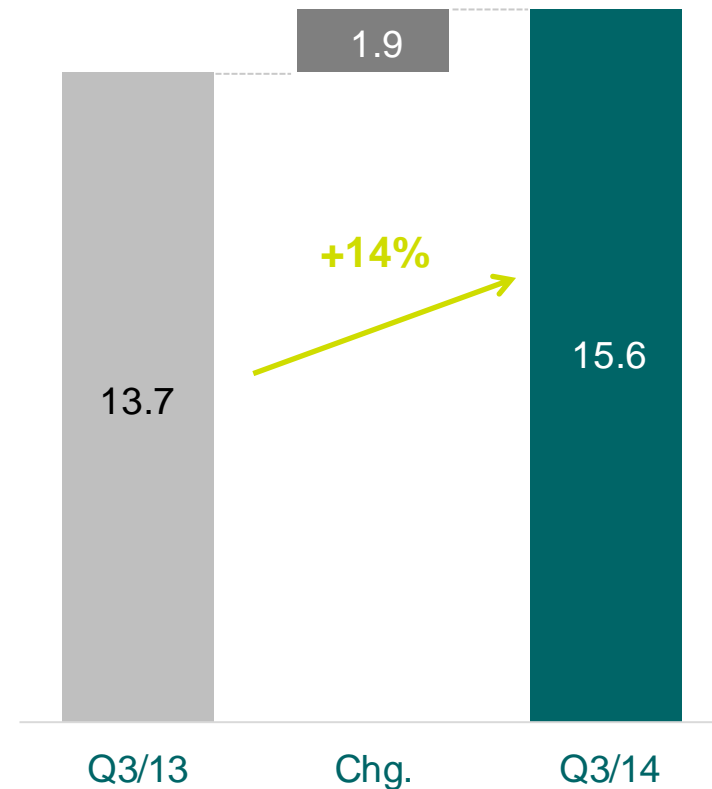
NETWORK / PREMIUM SEGMENT SHOWING ACCELERATING REVENUE GROWTH RATES: Q3/14: +14% VS. Q3/13: +7%



Paying member base D-A-CH
[thousands]



Network / Premium revenues
[€m]



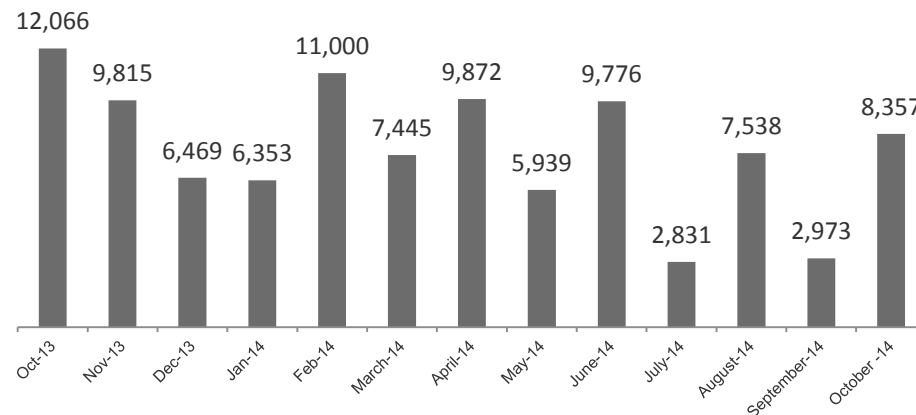
INVESTOR INFORMATION & CONTACT

XING AG IR STATS

MARKET CAP: ~€470m / >€57m CASH / NO DEBT

Consensus (Analyst estimates as of Nov 5th, 2014)	Consensus from 10 brokers as collected by XING		
	2014e	2015e	2016e
Total revenues	96.8	109.0	122.8
EBITDA	27.5	35.8	43.2
<i>Margin</i>	28%	33%	35%
Depreciation	(8.7)	(9.3)	(9.7)
EBIT	18.8	26.6	33.5
<i>Margin</i>	19%	24%	27%
Net income	12.8	18.0	22.5
EPS in €	2.25	3.29	4.09
DPS in €	1.18	1.07	1.74

Average trading volume per day (XETRA) & Market Cap



Analyst coverage

Berenberg Bank, Commerzbank, Close Brothers, Deutsche Bank, Goldman Sachs, Hauck & Aufhäuser, Jefferies, JP Morgan Cazenove, MM Warburg, Montega

Shares

5,592,137

TecDax ranking end of October 2014

Market Cap.

28

Turnover

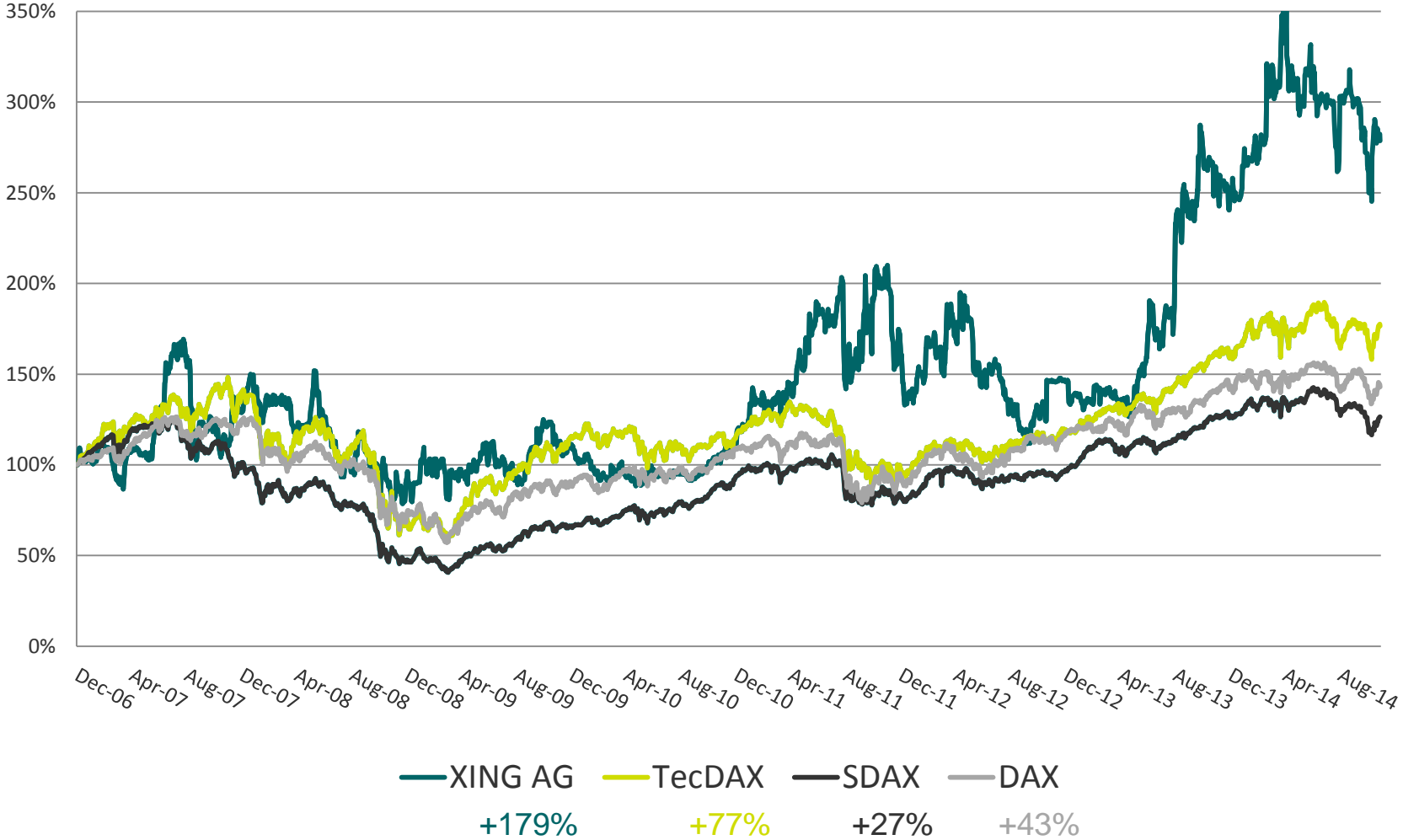
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Burda Digital GmbH (DE)	50.51%
Deutsche Asset & Wealth Mngt (DE)	5.97%
Oppenheimer (US)	5.07%
Schroders (UK)	5.05%
Union Investment (DE)	5.00%
Treasury Shares	0.22%
Rest	28.18%

Numbers based on last filing – actual shareholdings can differ

XING SHARE PRICE DEVELOPMENT SINCE IPO

as of Nov 4, 2014



INVESTOR RELATIONS CONTACT DETAILS & SOCIAL MEDIA CHANNELS



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