

Q3 2018 - Results Presentation

Hamburg, 7 November 2018

NEW
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XING[»]



Executive Summary

Fully on track to reach FY 2018 goals

Financials*

- Revenues +22%
- EBITDA +15%
- Net result +15%

Operations

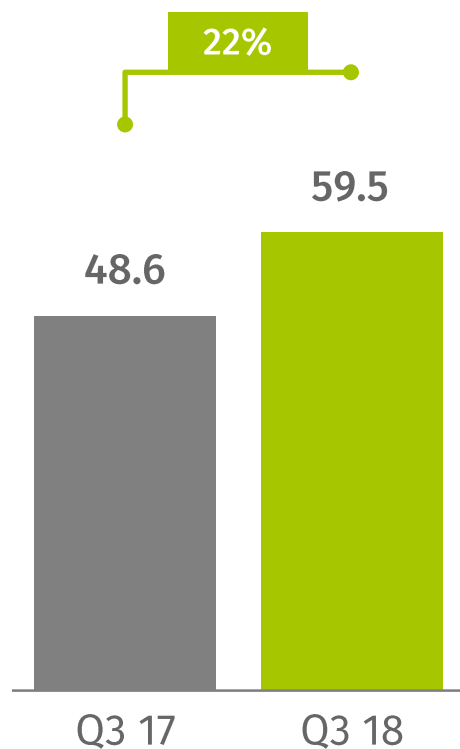
- B2C growing with 449k net new members
- 41% growth rate in B2B E-Recruiting subscription customers
- Introduction of Prescreen & XING integrated recruiting solution

* Q3 2017 values retroactively adjusted according to IFRS 15/16

Revenues, EBITDA & net result growing strongly

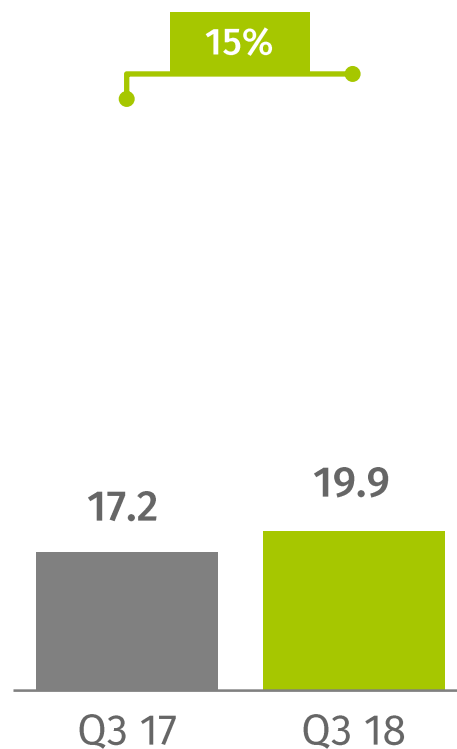
Revenues

- in €m -



EBITDA*

- in €m -



Net result*

- in €m -

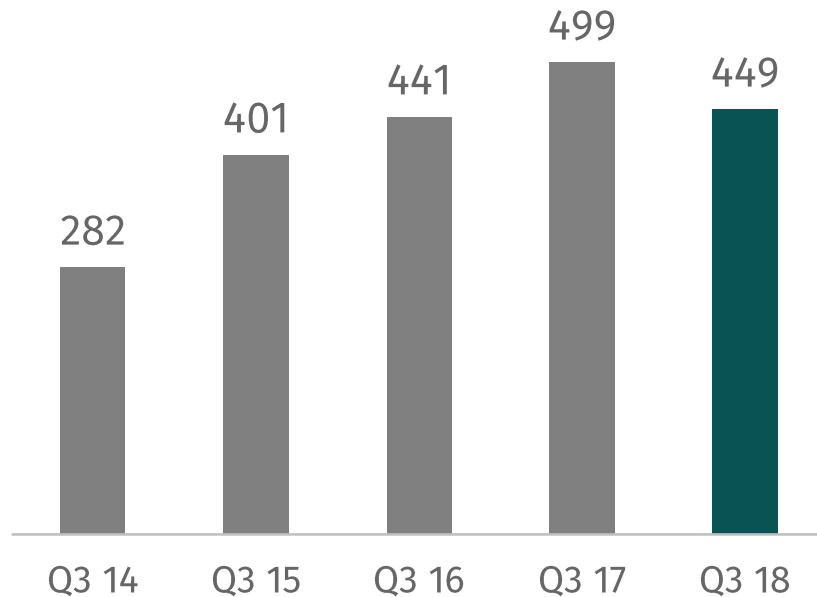


2017 values adjusted retroactively according to IFRS 15/16

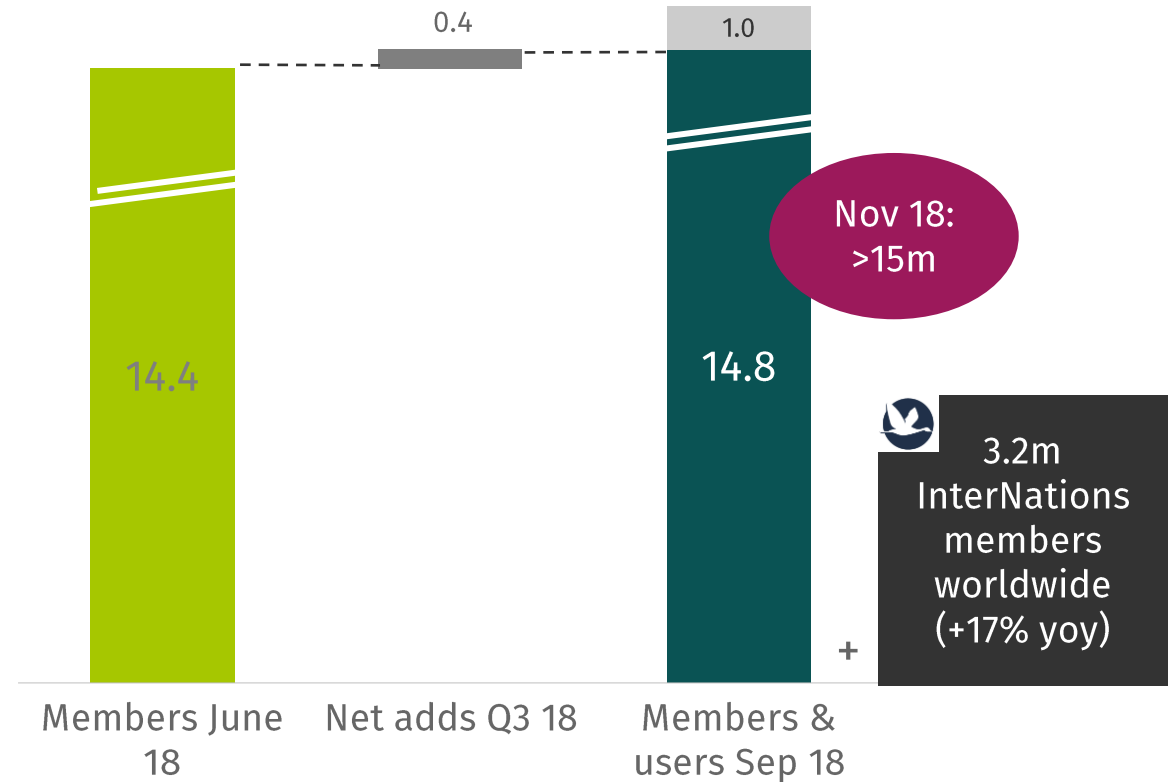


Sustained strong net member growth despite high market penetration

Member growth D-A-CH
- in 000s -



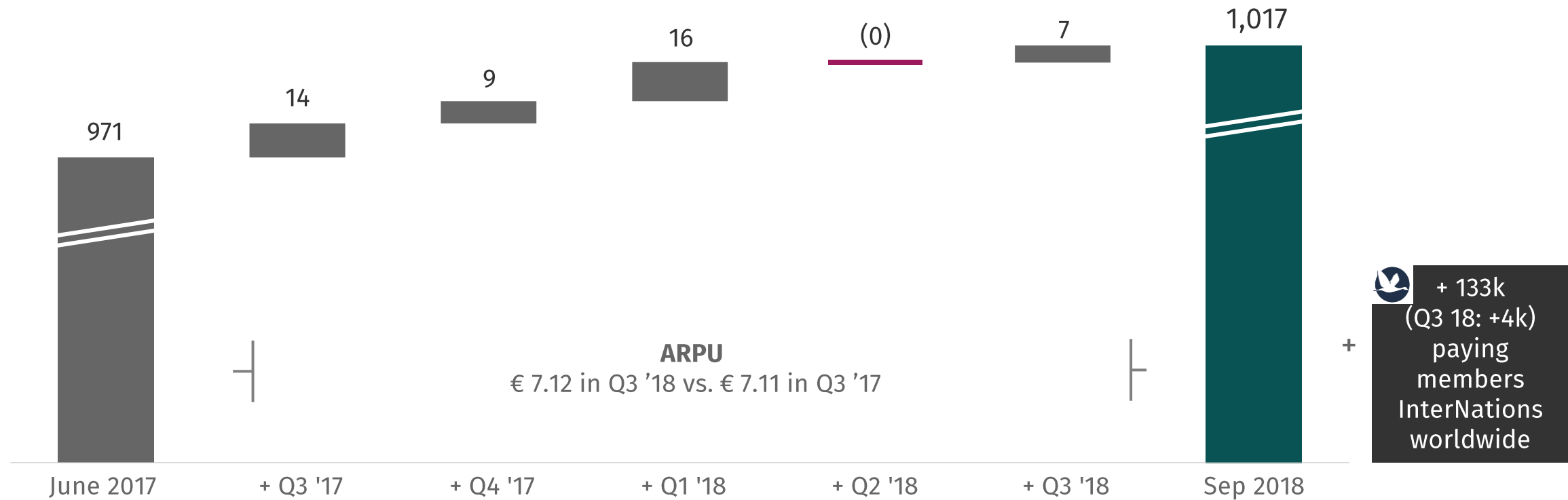
Members + users D-A-CH
- in m -





Solid Q3 payer growth @XING D-A-CH w/ 7k and 4k worldwide net payer adds @InterNations.org

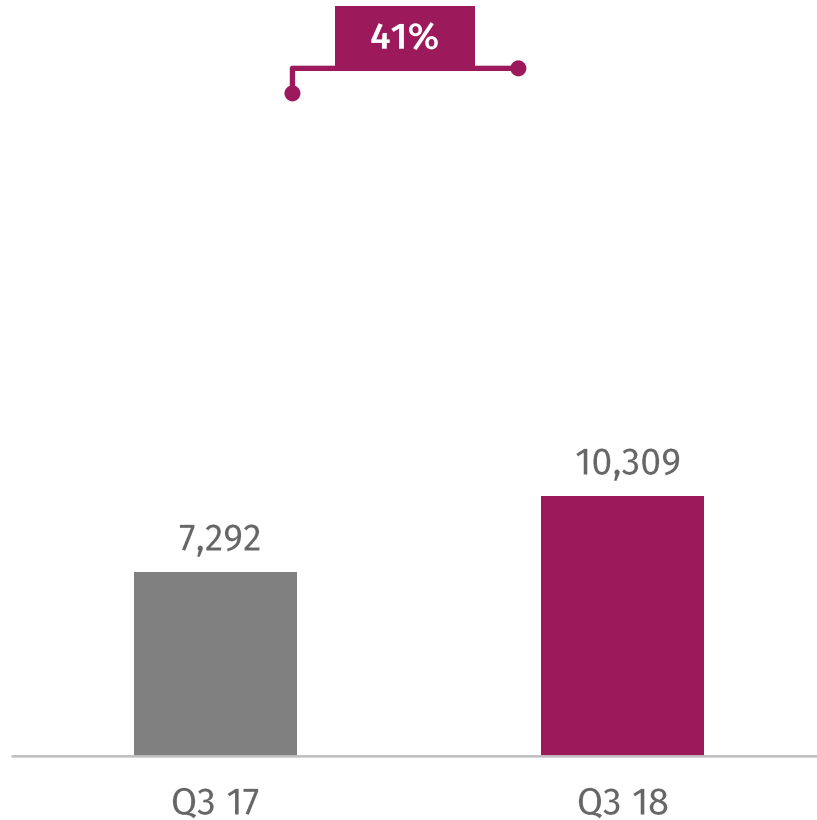
Paying members D-A-CH
- in 000s -



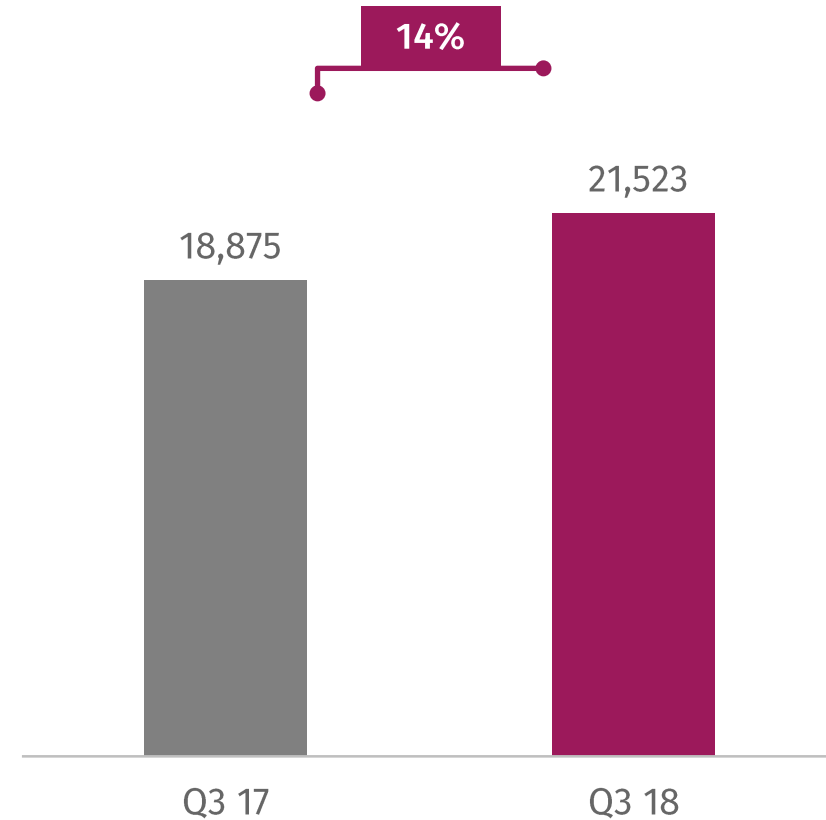


3k (+41% yoy) net new B2B E-Recruiting subscription customers

Subscription customers
D-A-CH



Total customers
D-A-CH



Q3 18: Launch of first fully integrated ATS recruiting solution with Prescreen and XING E-Recruiting

Melanie Johns

Human Resources | Edit Tags

Candidate # 26768

E-mail: melanie.johns@gmail.com | Languages: French (intermediate - B1), Italian (native - C2), German (native - C2)

Phone: +43 676 5023484

Date of birth: Aug 12, 1980 (38 years) | URLs: Melanie_Haider6

Address: Mariahilferstrasse 17, 1060 Vienna, Austria | XING: Melanie_Haider6

Custom data fields: What's your expected salary? 6000

CV | XING profile

Melanie Johns
HR Manager, Something Big AG
Austria

Professional experience

HR Manager
Myhealth AG
Feb 2018 - now (10 months)
Discipline IT & Software Development | Career Level Professional/Experienced | Type of organisation Business partnership | Employment status Full-time employee | Industry Consulting | Company Size -

Intern
Siemens Industry Software GmbH - http://www.siemens.com/plm

PERSONAL NOTES: Only visible for you. Enter your personal notes here...

Application: HR Manager (m/w)

30 | Team avg.: 3.71 | Unknown 02.08.18

Attachments: Click or drag and drop to upload a file! Add up to 3 files, which will be added to the application.

Events: 28 AUG 2018 | 1st interview - Ami Dorsch (DEMO) | 11:00 - 12:00 | Gießen

Activities / Messages: ALL 6 | ACTIVITIES 5 | MESSAGES 1

12.Sep. 2018 - 11:13
P Albert Alföldy has changed the status of Melanie Haider for the application Sales Manager to INTERVIEW.

30.Aug. 2018 - 11:32
P Matthias Gallee has changed the status of Melanie Haider for the application Sales Manager to SCREENED.

07.Aug. 2018 - 09:59
Albert Alföldy @alfoldy Feedback, please!

XING E-Recruiting

Overview

Review your activity within your XING E-Recruiting applications

Last 30 days | Compare with previous period

New candidates per sourcing channel

268 in projects | 641 in talent pools | 311 via job ads | 88 via employee referrals | 272 set you as an ideal employer

Messages: 28% response rate | 8 conversations waiting for candidate replies

Time to hire: 15d avg time to hire | 3 new hires

Search: 448 searches performed | 133 profiles visited



Q3 2018 Financial Results



Q3 Financials

- Keeping up strong member growth
- Continued strong revenue growth at 22% yoy
- EBITDA at €19.9m, fully on track to meet FY targets
- Strong operating cash flow at €17.3m



Q3 2018 P&L: € 59.5m revenues; € 19.9 m EBITDA

	Q3 2018	Q3 2017*	Q3 2018 vs. Q3 2017	Q2 2018	Q3 2018 vs. Q2 2018
	Abs.	Abs.	Rel.	Abs.	Rel.
Total revenues	59.5	48.6	22%	56.6	5%
Costs	(39.6)	(31.4)	26%	(37.9)	4%
EBITDA	19.9	17.2	15%	18.6	7%
Margin	33	35	(2%pts)	33%	0%pts
D&A	(6.3)	(4.4)	44%	(5.3)	19%
Financial result	(0.2)	(0.1)	133%	0.5**	N/A
kununu US Joint venture	0.0	(0.8)	N/A	(0.3)	N/A
Taxes	(4.2)	(4.0)	5%	(4.3)	(2%)
Net income	9.1	8.0	15%	9.2	(1%)
EPS	1.62	1.42	15%	1.64	(1%)

* Q2 2017 values adjusted retroactively according to IFRS 15/16

** Positive one time effect due to release of earn-out-provisions of 0.8m



Q3 2018: Continuing investments in sustained growth drive lower segment EBITDA margins, particularly in B2C

	Segment EBITDA	Q3 18 Margin	Q3 17* Margin	▲ Comment
B2C	10.4	41%	52%	Investments in new products
B2B E-Recruiting	18.7	66%	64%	
B2B Advertising & Events	1.0	21%	27%	Investments in new products
kununu International	0.1	21%	9%	
Tech, Central Services & Other	(10.3)	Neg.	Neg.	
Total EBITDA	€ 19.9m	33%	35%	

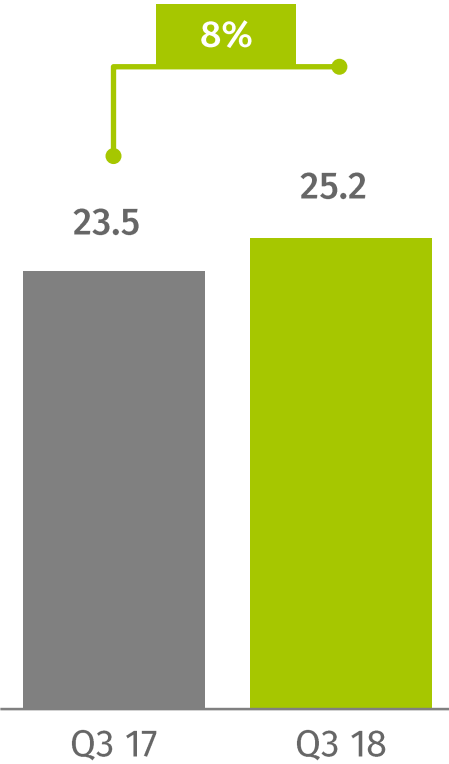
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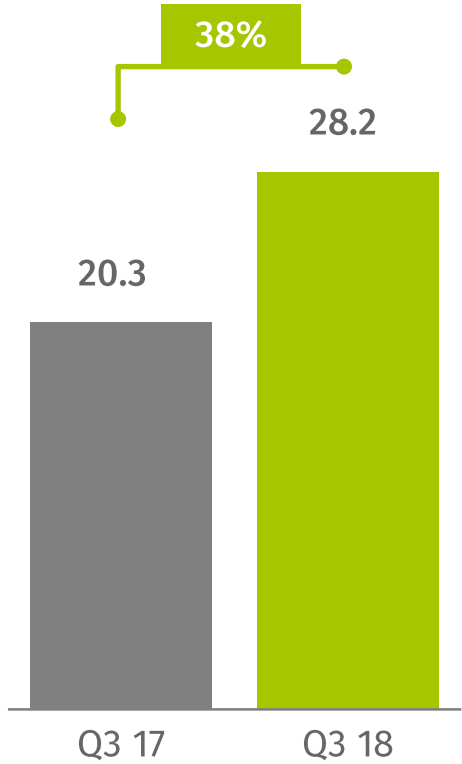
Q3 2018: B2B E-Recruiting driving growth w/38% yoy



B2C



B2B E-Recruiting



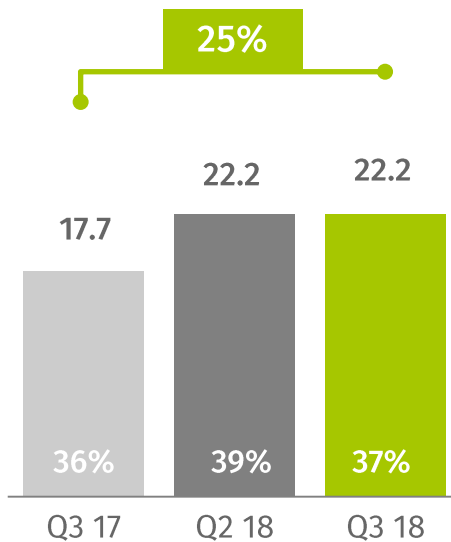
B2B Advertising & Events



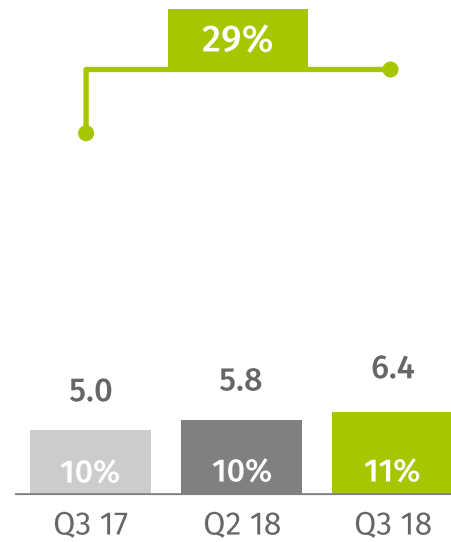


Q3 2018: Cost development reflects investment in future growth

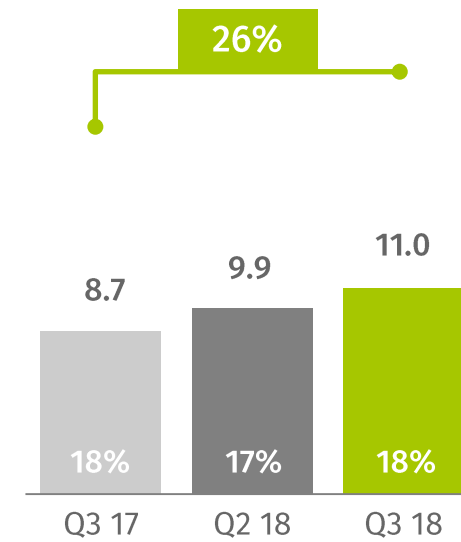
Personnel*
in € m and in % of total revenues



Marketing*
in € m and in % of total revenues



Other expenses*
in € m and in % of total revenues



- +279 FTEs yoy (+78 qoq)
- Investment in product/tech org & sales/marketing
- Incl. non-operating costs

- Online display & social media
- SEM
- Ramp up XER360 support materials
- Agency commissions in E-Recruiting
- Barter deals

- External services
- Server hosting
- Payment processing
- Travel & entertainment
- Other

* Q2 2017 values adjusted retroactively according to IFRS 15/16

Q3 2018: Operating cash flow of € 17.3

	Q3 2018	Q3 2017*	Q3 2018 vs. Q3 2017	Q2 2018	Q3 2018 vs. Q2 2018
	Abs.	Abs.	Abs.	Abs.	Abs.
EBITDA	19.9	17.2	2.7	18.6	1.2
Interest / tax / other	(3.2)	(2.0)	(1.3)	(2.2)	(1.0)
Change in net working capital	0.6	6.7	(6.1)	0.4	0.2
Non-cash changes from changes in basis of consolidation	0.0	(4.2)	4.2	0.0	0.0
Operating cash flow excl. organiser cash	17.3	17.8	(0.5)	16.8	0.4
Investment – operating	(7.5)	(9.2)	1.7	(9.6)	2.1
Investment – acquisitions & joint venture	0.0	(25.4)	25.4	(4.6)	4.6
Investment – financial assets	0.0	0.0	0.0	0.0	0.0
Interests paid, FX rate diff. & rents (redemption)	(0.7)	(1.0)	0.3	(0.7)	(0.0)
Sale / Purchase of own shares	0.1	0.0	0.1	(0.3)	0.4
Cash flow excl. dividends & organiser cash	9.1	(17.8)	27.0	1.6	7.5
Regular dividend	0.0	0.0	0.0	(9.4)	9.4
Special dividend	0.0	0.0	0.0	0.0	0.0
Cash flow excl. organiser cash	9.1	(17.8)	27.0	(7.8)	17.0
Effects organiser cash	1.2	1.5	(0.3)	(0.5)	1.7
Cash flow incl. organiser cash	10.3	(16.3)	26.6	(8.3)	18.7

* Values adjusted retroactively according to IFRS 15/16
Rounding differences possible

Thank you
for your attention.

XING^X

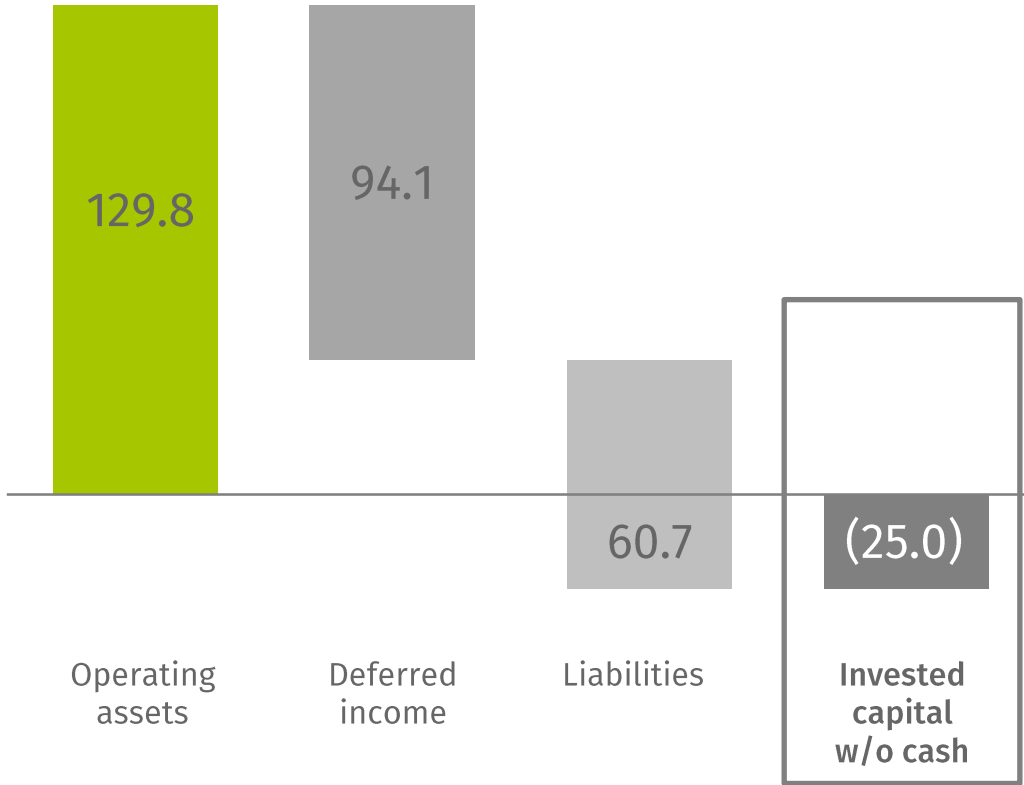
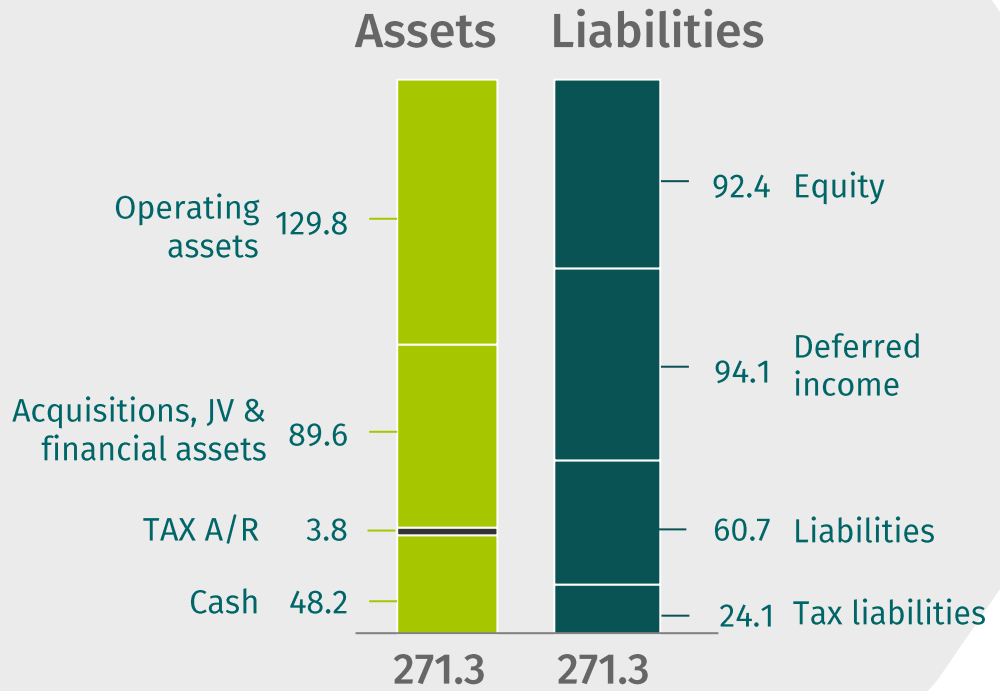


Backup



Negative invested capital from shareholders' perspective

Excl. event organiser cash and NWC
in €m



Rounding differences possible



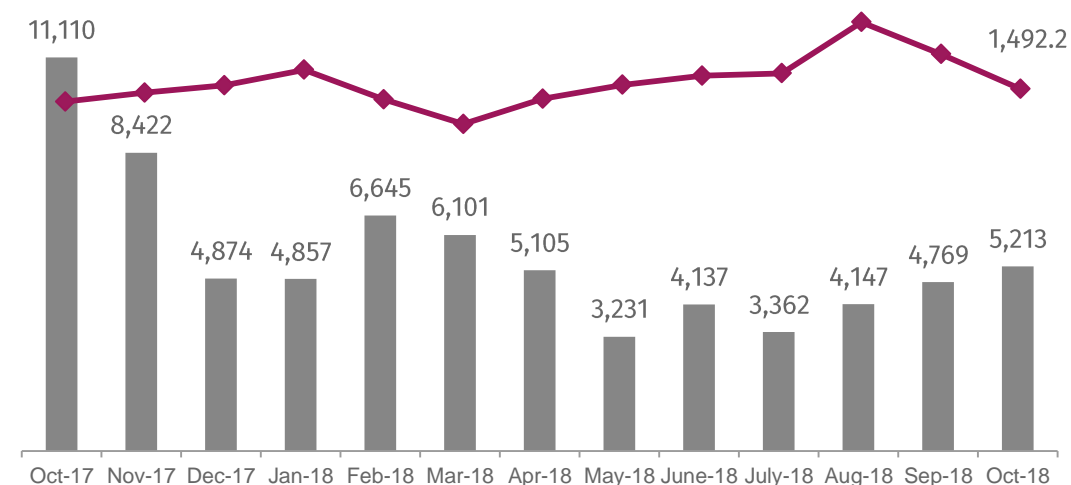
Consensus, investor information & contact details

XING IR stats

Consensus from 7 brokers collected by XING IR	2018e	2019e	2020e
Total revenues	224.7	265.8	314.9
EBITDA	72.8	87.9	105.1
Margin	32%	33%	33%
D&A	(21.5)	(24.7)	(31.5)
EBIT	51.3	63.2	73.6
Margin	23%	24%	23%
Net income	32.5	41.7	49.0
EPS in €	5.77	7.43	8.76
DPS in €	2.62	3.18	3.33

Analyst coverage	Berenberg, Commerzbank, Deutsche Bank, Equinet, Hauck & Aufhäuser, MM Warburg, Oddo BHF
Shares	5,620,435

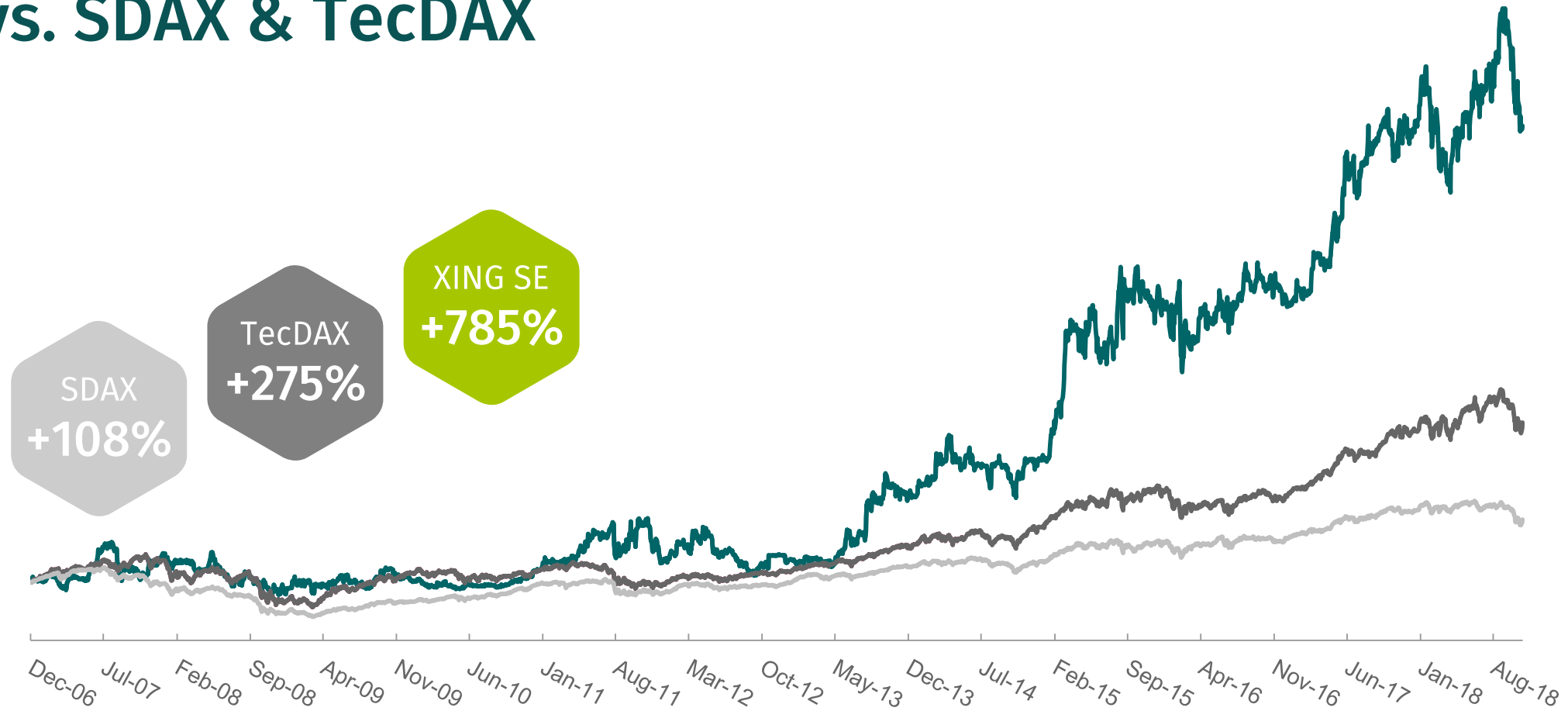
Average trading volume per day (XETRA) & market cap



Burda Digital GmbH (DE)	50.26%
Oppenheimer (US)	5.04%
Norges Bank	3.21%
Wasatch Advisors	3.02%
Rest	38.47%

Numbers based on last filing – actual shareholdings can differ

XING SE share price development since IPO vs. SDAX & TecDAX



Investor Relations contact details & social media channels



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<skype:patrickmoeller?add>





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