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. New Work SE (formerly XING SE) helps its >16 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 Work Experience https://nwx.xing.com/ to find out about the trends and changes taking place in the new world of work. New Work SE 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 80,000 groups, while also getting together at more than 130,000 business-related events every year. XING has offices in Hamburg, Munich, Berlin, Barcelona, Valencia, Vienna, Porto and Zurich. Visit www.xing.com for more information.

SHARE CHART

SHAREHOLDER STRUCTURE

- 50.0% Burda Digital SE (DE)
- 4.7% Invesco Ltd. (US)
- 3.1% DWS Investments (DE)
- 42.2% Rest

FINANCIAL CALENDAR

- Mar 26, 2020: Publication annual financial report
- May 07, 2020: Publication quarterly financial report (call-date Q1)
- May 29, 2020: Annual General Meeting
- Aug 06, 2020: Publication half-yearly financial report
- Nov 05, 2020: Publication quarterly financial report (call-date Q3)

STOCK FUNDAMENTALS

- ISIN: DE000NWRK013
- WKN: NWRK01
- Share type: Ordinary
- Bloomberg Code: NWO@GR
- Ticker: NWO
- Branch: Internet
- Index: SDAX, TecDAX
- Segment: Prime Standard
- Last Dividend: 5.70 Euro (for 2018)
- No. of shares: 5,620,435
- Market Cap: EUR 1.94 bn
- 52 week high: 380.50 EUR
- 52 week low: 223.00 EUR
- Stock exchanges: Xetra Frankfurt
- Rating: Xetra

SUPERVISORY BOARD

- Stefan Winners
- Dr. Johannes Meier
- Dr. Jörg Löbcke
- Jean-Paul Schmetz
- Anette Weber
- Dr. Andreas Rittstieg

MANAGEMENT BOARD

- Petra von Strombeck
- Dr. Thomas Vollmoeller
- Ingo Chu
- Dr. Patrick Alberts
- Jens Pape
- Alastair Bruce

As of: February 26, 2020
## ANNUAL FIGURES

<table>
<thead>
<tr>
<th></th>
<th>Unit</th>
<th>2018</th>
<th>2017&lt;sup&gt;9&lt;/sup&gt;</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenues&lt;sup&gt;1&lt;/sup&gt;</td>
<td>€ million</td>
<td>235.1</td>
<td>188.5</td>
<td>148.5</td>
<td>122.9</td>
<td>101.4</td>
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<tr>
<td>EBITDA reported</td>
<td>€ million</td>
<td>75.2</td>
<td>61.3</td>
<td>47.9</td>
<td>36.6</td>
<td>29.2</td>
</tr>
<tr>
<td>EBITDA margin reported</td>
<td>in %</td>
<td>32</td>
<td>33</td>
<td>32</td>
<td>30</td>
<td>29</td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>€ million</td>
<td>75.2</td>
<td>61.3</td>
<td>47.9</td>
<td>36.6</td>
<td>31.6&lt;sup&gt;4&lt;/sup&gt;</td>
</tr>
<tr>
<td>Adjusted EBITDA margin</td>
<td>in %</td>
<td>32</td>
<td>33</td>
<td>32</td>
<td>30</td>
<td>31&lt;sup&gt;4&lt;/sup&gt;</td>
</tr>
<tr>
<td>Consolidated net profit / loss reported</td>
<td>€ million</td>
<td>31.0</td>
<td>25.7</td>
<td>23.6</td>
<td>17.6</td>
<td>6.2</td>
</tr>
<tr>
<td>Adjusted consolidated net profit / loss</td>
<td>€ million</td>
<td>30.1&lt;sup&gt;2&lt;/sup&gt;</td>
<td>23.3&lt;sup&gt;3&lt;/sup&gt;</td>
<td>23.6</td>
<td>17.6</td>
<td>15.7&lt;sup&gt;2&lt;/sup&gt;</td>
</tr>
<tr>
<td>Earnings per share (diluted) reported</td>
<td>in €</td>
<td>5.51</td>
<td>4.56</td>
<td>4.19</td>
<td>3.15</td>
<td>1.10</td>
</tr>
<tr>
<td>Adjusted earnings per share (diluted)</td>
<td>in €</td>
<td>5.35&lt;sup&gt;2&lt;/sup&gt;</td>
<td>4.15&lt;sup&gt;3&lt;/sup&gt;</td>
<td>4.19</td>
<td>3.15</td>
<td>2.80&lt;sup&gt;5&lt;/sup&gt;</td>
</tr>
<tr>
<td>Regular dividend per share</td>
<td>in €</td>
<td>2.14&lt;sup&gt;8&lt;/sup&gt;</td>
<td>1.68</td>
<td>1.37</td>
<td>1.03</td>
<td>0.92</td>
</tr>
<tr>
<td>Cash flow from operations reported</td>
<td>€ million</td>
<td>73.8</td>
<td>62.3</td>
<td>49.9</td>
<td>35.8</td>
<td>34.2</td>
</tr>
<tr>
<td>Cash flow from operations adjusted</td>
<td>€ million</td>
<td>73.8</td>
<td>62.3</td>
<td>49.9</td>
<td>39.6&lt;sup&gt;6&lt;/sup&gt;</td>
<td>34.2</td>
</tr>
<tr>
<td>Equity</td>
<td>€ million</td>
<td>98.3</td>
<td>77.6</td>
<td>69.9</td>
<td>60.5</td>
<td>43.4</td>
</tr>
<tr>
<td>XING users Germany, Austria, Switzerland (D-A-CH), total million</td>
<td>16.4</td>
<td>14.3</td>
<td>12.13</td>
<td>10.13</td>
<td>8.33</td>
<td></td>
</tr>
<tr>
<td>thereof platform members (D-A-CH) million</td>
<td>15.3</td>
<td>13.4</td>
<td>11.42</td>
<td>9.60</td>
<td>8.01</td>
<td></td>
</tr>
<tr>
<td>thereof subscribers (D-A-CH) thousand</td>
<td>1,025</td>
<td>994</td>
<td>929</td>
<td>881</td>
<td>835</td>
<td></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>21,720</td>
<td>19,296</td>
<td>17,031</td>
<td>17,930</td>
<td>17,197</td>
</tr>
<tr>
<td>in the B2B Advertising &amp; Events segment</td>
<td></td>
<td>8,733</td>
<td>8,072</td>
<td>6,616</td>
<td>5,464&lt;sup&gt;7&lt;/sup&gt;</td>
<td>2,196</td>
</tr>
<tr>
<td>Employees</td>
<td></td>
<td>1,567</td>
<td>1,290</td>
<td>961</td>
<td>792</td>
<td>649</td>
</tr>
</tbody>
</table>

<sup>1</sup>Incl. other operating income

<sup>2</sup>Adjusted for €0.9 million, or €0.16 per share, in non-operating income arising from the restatement of earn-out obligations

<sup>3</sup>Adjusted for €2.4 million, or €0.41 per share, in non-operating expenses arising from acquisitions

<sup>4</sup>Adjusted for €2.4 million in non-operating expenses arising from the earn-out obligation of kununu GmbH

<sup>5</sup>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

<sup>6</sup>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 (relating to kununu in this case) must be recognized under cash flows from operating activities. 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 €39.9 million.

<sup>7</sup>Change in calculation following segment consolidation

<sup>8</sup>Proposal to the Annual General Meeting (06 / 06 / 2019)

<sup>9</sup>Restated retrospectively in accordance with IFRS 15/16