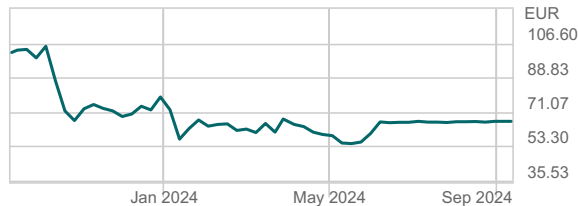


FACT SHEET

COMPANY PROFILE

The New Work SE is dedicated to creating a better working world. With strong brands like XING, kununu, and onlyfy by XING, and the largest talent pool in the DACH region, it aims to be the leading recruiting partner in the German-speaking area. It connects candidates with companies, enabling professionals to have more fulfilling careers and businesses to become more successful with the right talents. The company has been publicly traded since 2006, is headquartered in Hamburg, and employs approximately 1,400 staff members at various locations from Berlin and Vienna to Porto. For more information, visit new-work.se and nwx.new-work.se.

SHARE CHART



FINANCIAL CALENDAR

Aug 06, 2024 Publication half-yearly financial report

MANAGEMENT BOARD



Petra von Strombeck



Ingo Chu



Frank Hassler

SUPERVISORY BOARD

› **Tom Bureau**
› **Dr. Jörg Lübcke**
› **Anette Weber**

› **Dr. Johannes Meier**
› **Jean-Paul Schmetz**
› **Dr. Katharina Herrmann**

STOCK FUNDAMENTALS

ISIN	DE000NWRK013
WKN	NWRK01
Share type	Ordinary
Bloomberg Code	NWO@GR
Ticker	NWO
Branch	Software
Segment	Open Markets
Last Dividend	EUR 1.00 (for 2023)
No. of shares	5.620.435
Market Cap	EUR 372.07 mn
52 week high	106.60 EUR
52 week low	51.30 EUR

SHAREHOLDER STRUCTURE

74.2%	Burda Digital SE (DE)
6.5%	Samson Rock Event Driven Master Fund (UK)
19.3%	Rest

FACT SHEET

ANNUAL FIGURES

	Unit	2023 ¹	2022 ¹	2021 ¹	2020	2019
Revenues	in € million	305.6	313.4	284.5	276.5	269.2
Pro forma consolidated revenues	in € million	305.6	313.4	284.5	276.6	269.5
EBITDA	in € million	92.9	104.1	97.9	87.6	87.5
Pro forma EBITDA	in € million	97.1	104.1	97.9	90.5	84.7
EBITDA margin	in %	30	33	34	32	32
Pro forma EBITDA margin	in %	32	33	34	33	31
Consolidated net profit	in € million	36.9	46.1	43.3	26.1	43.2
Pro forma consolidated net profit	in € million	38.8	47.3	43.0	35.8	35.8
Earnings per share	in €	6.56	8.20	7.71	4.65	7.69
Pro forma earnings per share	in €	6.90	8.41	7.66	6.37	6.37
Regular dividend per share	in €	1,00 ¹	3,16 ¹	2.80	2.59	2.59
Special dividend per share	in €		3,56 ¹	3.56		
Cash flow from operations	in € million	61.9	79.2	85.6	81.0	79.7
Free cash flow	in € million	36.0	44.1	39.5	40.8	13.4
Equity	in € million	145.2	146.1	138.3	113.0	101.5
XING platform members total (D-A-CH)	in million	22.1	21.5	20.3	18.8	17.2
InterNations members	in million	5.0	4.6	4.2	3.9	3.7
kununu workplace insights	in million	10.3	8.1	6.2	4.6	3.5
B2B E-Recruiting customers (subscription)		14,255	14,511	13,005	12,629	12,658
Employees (FTE)		1,542	1,887	1,712	1,787	1,778

¹ Proposal to the Annual General Meeting on June 4, 2024

² Continuing operations (without XING Events)

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