COMPANY PROFILE

The NEW WORK SE Group builds upon the XING SE success story by offering brands, products and services that foster a more fulfilling world of work. Founded by Lars Hinrichs as the OpenBC professional network, the company was renamed XING in 2006. In 2019, the company was renamed again to New Work SE as a reflection of its commitment to a better working world and to bring all of its business activities under the umbrella of New Work. The company has been listed on the stock exchange since 2006. NEW WORK SE is a central leadership and management holding, serving as a service department for its subsidiaries. The Group is headquartered in Hamburg and currently employs 1,900 people at offices including Munich, Vienna and Porto. Visit https://new-work.se and https://nwx.new-work.se for more information.

SHARE CHART

SHAREHOLDER STRUCTURE

50.0% Burda Digital SE (DE)
4.7% Invesco (US)
3.1% DWS (DE)
3.0% Allianz Global Investors (DE)
3.0% Kayne Anderson Rudnick (US)
3.0% Mawer (CAN)
33.2% Rest

MANAGEMENT BOARD

Petra von Strombeck
Dr. Patrick Alberts
Frank Hassler
Ingo Chu
Jens Pape

SUPERVISORY BOARD

Dr. Johannes Meier
Jean-Paul Schmetz
Anette Weber
Dr. Andreas Rittstieg

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 2.59 Euro (for 2019)
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

FINANCIAL CALENDAR

Feb 24, 2021 Analysts’ Conference
March, 2021 Analysts’ Conference
Mar 25, 2021 Publication annual financial report
May 06, 2021 Publication quarterly financial report (call-date Q1)
May 19, 2021 Annual General Meeting
Aug 05, 2021 Publication half-yearly financial report
Nov 04, 2021 Publication quarterly financial report (call-date Q3)
## ANNUAL FIGURES

<table>
<thead>
<tr>
<th></th>
<th>Unit</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
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</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td>€ million</td>
<td>269.5</td>
<td>231.5</td>
<td>184.9</td>
<td>145.9</td>
<td>119.9</td>
</tr>
<tr>
<td><strong>EBITDA</strong></td>
<td>€ million</td>
<td>85.6</td>
<td>75.2</td>
<td>61.3</td>
<td>47.9</td>
<td>36.6</td>
</tr>
<tr>
<td><strong>EBITDA margin</strong></td>
<td>in %</td>
<td>32</td>
<td>32</td>
<td>33</td>
<td>32</td>
<td>30</td>
</tr>
<tr>
<td><strong>Consolidated net profit / loss, reported</strong></td>
<td>€ million</td>
<td>34.4</td>
<td>31.0</td>
<td>25.7</td>
<td>23.6</td>
<td>17.6</td>
</tr>
<tr>
<td><strong>Consolidated net profit / loss, adjusted</strong></td>
<td>€ million</td>
<td>36.4¹</td>
<td>30.1²</td>
<td>23.3³</td>
<td>23.6</td>
<td>17.6</td>
</tr>
<tr>
<td><strong>Earnings per share (diluted), reported</strong></td>
<td>in €</td>
<td>6.13</td>
<td>5.51</td>
<td>4.56</td>
<td>4.19</td>
<td>3.15</td>
</tr>
<tr>
<td><strong>Earnings per share (diluted), adjusted</strong></td>
<td>in €</td>
<td>6.47¹</td>
<td>5.35²</td>
<td>4.15³</td>
<td>4.19</td>
<td>3.15</td>
</tr>
<tr>
<td><strong>Regular dividend per share</strong></td>
<td>in €</td>
<td>2.59⁴</td>
<td>2.14</td>
<td>1.68</td>
<td>1.37</td>
<td>1.03</td>
</tr>
<tr>
<td><strong>Cash flow from operations, reported</strong></td>
<td>€ million</td>
<td>79.7</td>
<td>73.8</td>
<td>62.3</td>
<td>49.9</td>
<td>35.8</td>
</tr>
<tr>
<td><strong>Cash flow from operations, adjusted</strong></td>
<td>€ million</td>
<td>79.7</td>
<td>73.8</td>
<td>62.3</td>
<td>49.9</td>
<td>39.8⁵</td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td>€ million</td>
<td>101.5</td>
<td>98.3</td>
<td>77.6</td>
<td>69.9</td>
<td>60.5</td>
</tr>
<tr>
<td><strong>XING users Germany, Austria, Switzerland (D-A-CH), total</strong></td>
<td>million</td>
<td>18.5</td>
<td>16.4</td>
<td>14.3</td>
<td>12.1</td>
<td>10.1</td>
</tr>
<tr>
<td><strong>thereof platform members</strong></td>
<td>million</td>
<td>17.2</td>
<td>15.3</td>
<td>13.4</td>
<td>11.4</td>
<td>9.6</td>
</tr>
<tr>
<td><strong>thereof subscribers</strong></td>
<td>thousand</td>
<td>1,065</td>
<td>1,025</td>
<td>994</td>
<td>929</td>
<td>881</td>
</tr>
<tr>
<td><strong>InterNations members</strong></td>
<td>million</td>
<td>3.7</td>
<td>3.3</td>
<td>2.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>thereof subscribers</strong></td>
<td>thousand</td>
<td>128</td>
<td>135</td>
<td>124</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>B2B E-Recruiting customers (subscription)</strong></td>
<td>thousand</td>
<td>13,397</td>
<td>11,169</td>
<td>7,972</td>
<td>6,034</td>
<td></td>
</tr>
<tr>
<td><strong>B2B Advertising &amp; Events segment customers (D-A-CH)</strong></td>
<td>thousand</td>
<td>11,831</td>
<td>9,333</td>
<td>6,072</td>
<td>4,626</td>
<td></td>
</tr>
<tr>
<td><strong>Employees</strong></td>
<td></td>
<td>1,928</td>
<td>1,567</td>
<td>1,290</td>
<td>961</td>
<td>792</td>
</tr>
</tbody>
</table>

¹ Adjusted for non-operating expenses: kununu US impairment loss in the amount of €– 8.3 million; non-recurring earn-out adjustments incl. kununu step-up in the amount of €– 4.4 million

² Adjusted for €0.9 million, or €0.16 per share, in non-operating income arising from the adjustment of earn-out obligations

³ Adjusted for €2.4 million, or €0.41 per share, in non-operating expenses arising from the adjustment of earn-out obligations

⁴ Proposal to the Annual General Meeting (May 29, 2020)

⁵ 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 €39.8 million.