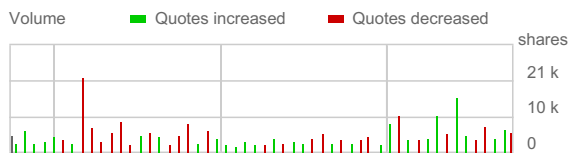


FACT SHEET

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



FINANCIAL CALENDAR

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)

MANAGEMENT BOARD



Petra von Strombeck



Dr. Thomas Vollmoeller



Ingo Chu



Dr. Patrick Alberts



Jens Pape



Alastair Bruce

SUPERVISORY BOARD

> Stefan Winners	> Dr. Johannes Meier
> Dr. Jörg Lübcke	> 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	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

SHAREHOLDER STRUCTURE

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

FACT SHEET

ANNUAL FIGURES

	Unit	2018	2017 ⁹	2016	2015	2014
Total revenues ¹	€ million	235.1	188.5	148.5	122.9	101.4
EBITDA reported	€ million	75.2	61.3	47.9	36.6	29.2
EBITDA margin reported	in %	32	33	32	30	29
Adjusted EBITDA	€ million	75.2	61.3	47.9	36.6	31.6 ⁴
Adjusted EBITDA margin	in %	32	33	32	30	31 ⁴
Consolidated net profit / loss reported	€ million	31.0	25.7	23.6	17.6	6.2
Adjusted consolidated net profit / loss	€ million	30,1 ²	23,3 ³	23.6	17.6	15.7 ⁵
Earnings per share (diluted) reported	in €	5.51	4.56	4.19	3.15	1.10
Adjusted earnings per share (diluted)	in €	5,35 ²	4,15 ³	4.19	3.15	2.80 ⁵
Regular dividend per share	in €	2,14 ⁸	1.68	1.37	1.03	0.92
Cash flow from operations reported	€ million	73.8	62.3	49.9	35.8	34.2
Cash flow from operations adjusted	€ million	73.8	62.3	49.9	39.8 ⁶	34.2
Equity	€ million	98.3	77.6	69.9	60.5	43.4
XING users Germany, Austria, Switzerland (D-A-CH), total	million	16.4	14.3	12.13	10.13	8.33
thereof platform members (D-A-CH)	million	15.3	13.4	11.42	9.60	8.01
thereof subscribers (D-A-CH)	thousand	1,025	994	929	881	835
B2B customers						
in the B2B E-Recruiting segment		21,720	19,296	17,031	17,930	17,197
in the B2B Advertising & Events segment		8,733	8,072	6,616	5,464 ⁷	2,196
Employees		1,567	1,290	961	792	649

¹Incl. other operating income

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

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

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

⁵Adjusted 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

⁶Due 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.

⁷Change in calculation following segment consolidation

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

⁹Restated retrospectively in accordance with IFRS 15/16

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