RESULTS PRESENTATION

Q3 2022

HAMBURG, 10 NOVEMBER 2022
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EXECUTIVE SUMMARY Q3 2022

FINANCIAL PERFORMANCE*

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Pro-forma service revenues</td>
<td>+9%</td>
</tr>
<tr>
<td>Pro-forma EBITDA</td>
<td>+2%</td>
</tr>
<tr>
<td>Pro-forma net income</td>
<td>+112%</td>
</tr>
</tbody>
</table>

* from continued operations

SEGMENT HIGHLIGHTS

B2B:
- Strong labour demand despite challenging economic environment
- 20% revenue growth in B2B E-Recruiting

B2C:
- + 1.4m new members (XING)
- + 1.8m new workplace insights (kununu)

Pro-Forma revenues & EBITDA equal reported numbers
Pro-forma net income is up €0.1 m vs. reported NI in Q3 21 and up €0.7 m vs. reported in Q3 22 (Reason: revaluation of financial assets, which is a non-operating item)
Q3 2022: FINANCIAL KPI’S ARE ON TRACK TO MEET FULL YEAR GUIDANCE

Pro-forma service revenues in €m: +9%

Q3 2021: 72.1
Q3 2022: 78.7

Pro-forma EBITDA in €m: +2%

Q3 2021: 26.4
Q3 2022: 27.0

Pro-forma net income in €m: +112%

Q3 2021: 7.1
Q3 2022: 15.0

Pro-Forma revenues & EBITDA equal reported numbers.
Pro-forma net income is up €0.1 m vs. reported NI in Q3 21 and up €0.7 m vs. reported in Q3 22 (Reason: revaluation of financial assets, which is a non-operating item.)
+1.8m new workplace insights on kununu totalling >7.6m insights incl. >2.3m salary data points
+460 thousand new insights in Q3 2022

+1.4m new members on XING totalling 21.3m at end of Q3 2022
+311 thousand new members in Q3 2022
DESPITE COOLING IFO BUSINESS CLIMATE INDEX, BA-X LABOR DEMAND INDEX STAYS CLOSE TO ITS ALL-TIME HIGH

ifo Business Climate Index (Index 2015=100)

BA-X (Index 2015=100)

Source: Federal Employment Agency, ifo Institute, DESTATIS, IAB, BA-X Index
B2B E-RECRUITING WITH STRONG MOMENTUM – GROWTH RATE SLIGHTLY DOWN AS PY COMPS WERE HIGHER IN H2 2021

**B2B subscription customers**

**FY 21:** +376  
**Q3 22:** +390

<table>
<thead>
<tr>
<th>Q1 21</th>
<th>Q2 21</th>
<th>Q3 21</th>
<th>Q4 21</th>
<th>Q1 22</th>
<th>Q2 22</th>
<th>Q3 22</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.7</td>
<td>12.7</td>
<td>12.8</td>
<td>13.0</td>
<td>13.3</td>
<td>13.7</td>
<td>14.1</td>
</tr>
</tbody>
</table>

**Pro-forma) segment revenues in m€ and yoy growth rate in %**

<table>
<thead>
<tr>
<th>Q1 21</th>
<th>Q2 21</th>
<th>Q3 21</th>
<th>Q4 21</th>
<th>Q1 22</th>
<th>Q2 22</th>
<th>Q3 22</th>
</tr>
</thead>
<tbody>
<tr>
<td>38.1</td>
<td>40.7</td>
<td>43.8</td>
<td>47.2</td>
<td>47.9</td>
<td>50.9</td>
<td>52.5</td>
</tr>
<tr>
<td>-1%</td>
<td>7%</td>
<td>14%</td>
<td>21%</td>
<td>26%</td>
<td>25%</td>
<td>20%</td>
</tr>
</tbody>
</table>

- E-Recruiting contributing ~67% of NW SE group sales in Q3 22
- Bundle products growing strongly
- Honeypot growing revenues ~70%
- # of unfilled positions in Germany w/ 1.8m

1) Source: IAB
ONLYFY ONE – OUR NEW B2B E-RECRUITING BRAND

→ Prescreen ATS as the foundation for our Recruiting OS, calibrated towards mid-market customers

→ Sourcing incl. candidate recommendations

→ Jobs portfolio accessible in onlyfy

→ WhatsApp integration

→ Social Media recruiting
HUGE INTEREST IN ONLYFY AT “FUTURE OF HR” FAIR IN COLOGNE
“onlyfy one makes our work easier in many ways. The predefined best practice settings and templates are a great starting point and can be perfectly adapted to our needs in just a few steps. The option to fully automate various tasks and communication flows with candidates saves us an enormous amount of time and helps us to improve the candidate experience we provide.” Nico Adorf, Snipes

“onlyfy one is easy to use, intuitive and very clearly structured. I found my way around straight away. What's more, onlyfy one simply builds on our own recruiting processes, which makes our work immensely easier.” Sandro Wolf, Just Spices

“With the onlyfy TalentManager we find who we are really looking for. A real highlight, to us, is that we can get an overview of how we are doing at any time thanks to the recruiting insights. In addition, the talent radar function tells us about other important parameters to further adjust our search strategy. This allows us to focus our search even more.” Björn Boldt, ABOUT YOU

“The placement of onlyfy Job Ads forms the basis of our search for the right talents who want to be part of our mission towards the “all electric society”. Access to 21 million talents in the XING network offers us great added value here.” Nina Fittkau, PHOENIX CONTACT

“The Employer Branding Profile gives us more reach to present ourselves as an attractive employer. Even qualified candidates outside of Goslar are now becoming aware of us.” Anna-Talica Schilling, Stadt Goslar
Q3 2022 FINANCIAL HIGHLIGHTS

We continue to grow talent access through kununu & XING

Revenues came in at € 78.7m and 9% yoy growth

EBITDA came in at € 27.0m

Operating cash-flow came in at € 16.6m

We confirm our guidance for 2022 of € 104m pro-forma EBITDA
Q3 2022: REVENUES OF € 78.7; EBITDA OF € 27.0M

<table>
<thead>
<tr>
<th></th>
<th>Q3 2022</th>
<th>Q3 2021</th>
<th>Q3 22 vs. Q3 21</th>
<th>Q2 2022</th>
<th>Q3 22 vs. Q2 22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service revenues</td>
<td>78.7</td>
<td>72.1</td>
<td>9%</td>
<td>78.0</td>
<td>1%</td>
</tr>
<tr>
<td>Other operating income</td>
<td>1.0</td>
<td>0.4</td>
<td>119%</td>
<td>0.7</td>
<td>39%</td>
</tr>
<tr>
<td>Capitalized own work</td>
<td>5.5</td>
<td>5.6</td>
<td>(2%)</td>
<td>4.7</td>
<td>17%</td>
</tr>
<tr>
<td>Costs before capitalization</td>
<td>(58.1)</td>
<td>(51.6)</td>
<td>(13%)</td>
<td>(55.6)</td>
<td>(5%)</td>
</tr>
<tr>
<td>EBITDA</td>
<td>27.0</td>
<td>26.4</td>
<td>2%</td>
<td>27.8</td>
<td>(3%)</td>
</tr>
<tr>
<td>Margin</td>
<td>34%</td>
<td>37%</td>
<td>(2%pts)</td>
<td>36%</td>
<td>(1%pt)</td>
</tr>
<tr>
<td>D&amp;A</td>
<td>(7.1)</td>
<td>(14.3)</td>
<td>50%</td>
<td>(9.9)</td>
<td>28%</td>
</tr>
<tr>
<td>Financial result</td>
<td>(1.1)</td>
<td>(0.2)</td>
<td>(0.3)</td>
<td>(0.2)</td>
<td>296%</td>
</tr>
<tr>
<td></td>
<td>(4.5)</td>
<td>(4.9)</td>
<td>(8%)</td>
<td>(5.7)</td>
<td>(5.9)</td>
</tr>
<tr>
<td></td>
<td>(5.7)</td>
<td>(4.9)</td>
<td>8%</td>
<td>(5.7)</td>
<td>22%</td>
</tr>
<tr>
<td>Net income</td>
<td>14.3</td>
<td>15.0</td>
<td>7.0</td>
<td>7.1</td>
<td>106%</td>
</tr>
<tr>
<td></td>
<td>11.2</td>
<td>11.7</td>
<td>28%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EPS</td>
<td>2.55</td>
<td>2.66</td>
<td>1.24</td>
<td>1.26</td>
<td>106%</td>
</tr>
<tr>
<td></td>
<td>2.00</td>
<td>2.08</td>
<td>28%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Continued operations

Rounding differences possible
# Q3 2022 SEGMENT EBITDA

<table>
<thead>
<tr>
<th></th>
<th>Segment EBITDA Q3 22</th>
<th>Q3 22 Margin</th>
<th>Segment EBITDA Q3 21</th>
<th>Q3 21 Margin</th>
<th>Delta Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>B2B E-Recruiting</td>
<td>35.0</td>
<td>67 %</td>
<td>29.3</td>
<td>67 %</td>
<td>Growth in revenues and EBITDA</td>
</tr>
<tr>
<td>B2C</td>
<td>4.2</td>
<td>19 %</td>
<td>8.6</td>
<td>35 %</td>
<td>Investments in talent access</td>
</tr>
<tr>
<td>B2B Marketing Solutions*</td>
<td>2.5</td>
<td>65 %</td>
<td>2.4</td>
<td>63 %</td>
<td></td>
</tr>
<tr>
<td>Tech, Central Services &amp; Other</td>
<td>(14.7)</td>
<td>(13.9)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total EBITDA</strong></td>
<td><strong>27.0</strong></td>
<td><strong>34 %</strong></td>
<td><strong>26.4</strong></td>
<td><strong>37 %</strong></td>
<td></td>
</tr>
</tbody>
</table>

Rounding differences possible

* Events discontinued
Q3 2022 SERVICE REVENUES: B2B E-RECRUITING SEGMENT GROWING 20% – ACCOUNTING FOR 67 % OF TOTAL GROUP SALES

B2B E-Recruiting

20%

43.8

Q3 21

52.5

Q3 22

B2C

(9 %)

24.6

Q3 21

22.4

Q3 22

B2B Marketing Solutions*

3%

3.7

Q3 21

3.8

Q3 22

*Rounding differences possible
* Events discontinued
Q3 2022 COST DEVELOPMENT

**Personnel**
in € m and in % of service revenues
- 30.7 in Q3 21 (43%)
- 35.1 in Q2 22 (45%)
- 34.2 in Q3 22 (44%)
- +92 FTEs yoy
- Investments especially in go-to-market

**Marketing**
in € m and in % of service revenues
- 10.2 in Q3 21 (14%)
- 8.6 in Q2 22 (11%)
- 10.7 in Q3 22 (14%)
- Online display & social media
- B2B E-Recruiting media campaign
- Kununu salary data campaign

**Other expenses**
in € m and in % of service revenues
- 10.7 in Q3 21 (15%)
- 11.8 in Q2 22 (15%)
- 13.2 in Q3 22 (17%)
- External services (i.e. freelancers)
- Server hosting
- Payment processing
- Travel & entertainment
- Other

Rounding differences possible

16
Q3 2022: OPERATING CASH FLOW OF €16.6M

<table>
<thead>
<tr>
<th></th>
<th>Q3 22</th>
<th>Q3 21</th>
<th>Q3 22 vs. Q3 21</th>
<th>Q2 22</th>
<th>Q3 22 vs. Q2 22</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EBITDA</strong></td>
<td>27.0</td>
<td>26.4</td>
<td>0.6</td>
<td>27.8</td>
<td>(0.8)</td>
</tr>
<tr>
<td><strong>Interest / tax / other</strong></td>
<td>(9.0)</td>
<td>(6.7)</td>
<td>(2.3)</td>
<td>(3.5)</td>
<td>(5.5)</td>
</tr>
<tr>
<td>Change in net working capital</td>
<td>(1.0)</td>
<td>(5.1)</td>
<td>4.1</td>
<td>(9.7)</td>
<td>8.6</td>
</tr>
<tr>
<td>Delta Discontinued Operations</td>
<td>(0.3)</td>
<td>(0.4)</td>
<td>0.1</td>
<td>(0.2)</td>
<td>(0.2)</td>
</tr>
<tr>
<td><strong>Operating cash flow</strong></td>
<td>16.6</td>
<td>14.1</td>
<td>2.5</td>
<td>14.4</td>
<td>2.2</td>
</tr>
<tr>
<td>Investment – operating</td>
<td>(6.8)</td>
<td>(10.1)</td>
<td>3.3</td>
<td>(5.5)</td>
<td>(1.3)</td>
</tr>
<tr>
<td>Investment – acquisitions &amp; joint venture</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Investment – financial assets</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Interests paid, lease liabilities, FX rate diff. &amp; rest</td>
<td>(2.1)</td>
<td>(1.9)</td>
<td>(0.3)</td>
<td>(2.4)</td>
<td>0.3</td>
</tr>
<tr>
<td>Delta Discontinued Operations (XING Events)</td>
<td>(0.0)</td>
<td>(0.5)</td>
<td>0.5</td>
<td>(0.2)</td>
<td>0.2</td>
</tr>
<tr>
<td><strong>Cash flow excl. dividends</strong></td>
<td>7.7</td>
<td>1.7</td>
<td>6.0</td>
<td>6.3</td>
<td>1.3</td>
</tr>
<tr>
<td>Regular dividend</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>(15.7)</td>
<td>15.7</td>
</tr>
<tr>
<td>Special dividend</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>(20.0)</td>
<td>20.0</td>
</tr>
<tr>
<td><strong>Cash flow</strong></td>
<td>7.7</td>
<td>1.7</td>
<td>6.0</td>
<td>(29.4)</td>
<td>37.1</td>
</tr>
</tbody>
</table>

Rounding differences possible
RESULTS PRESENTATION

Q3 2022

HAMBURG, 10 NOVEMBER 2022
THANK YOU FOR YOUR ATTENTION.
INVESTOR RELATIONS
CONTACT DETAILS & SOCIAL MEDIA CHANNELS

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