



XING – #1 Professional Social Network In German Speaking Europe

Q2 results

August 6, 2013

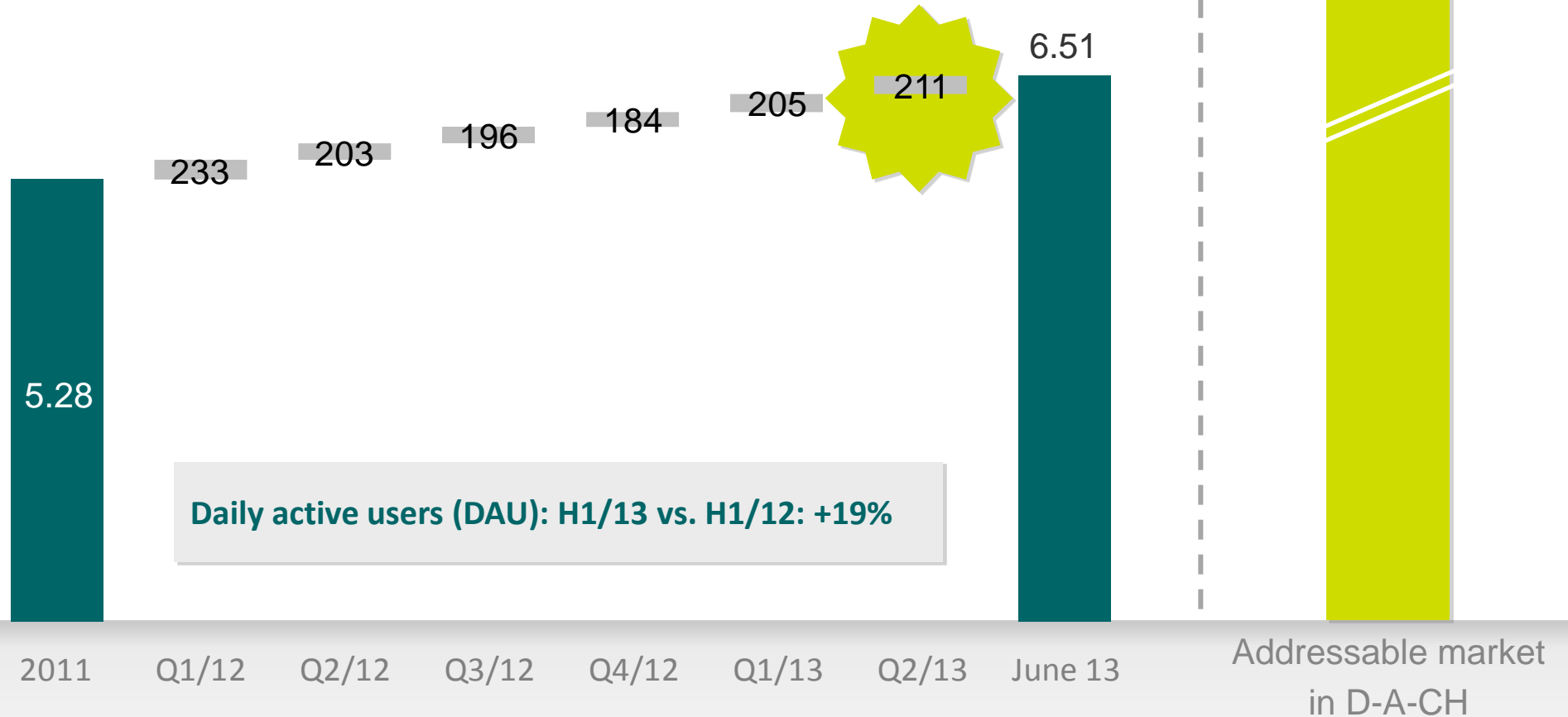


Continued member growth in core region

Lot of scope still available for further growth in D-A-CH

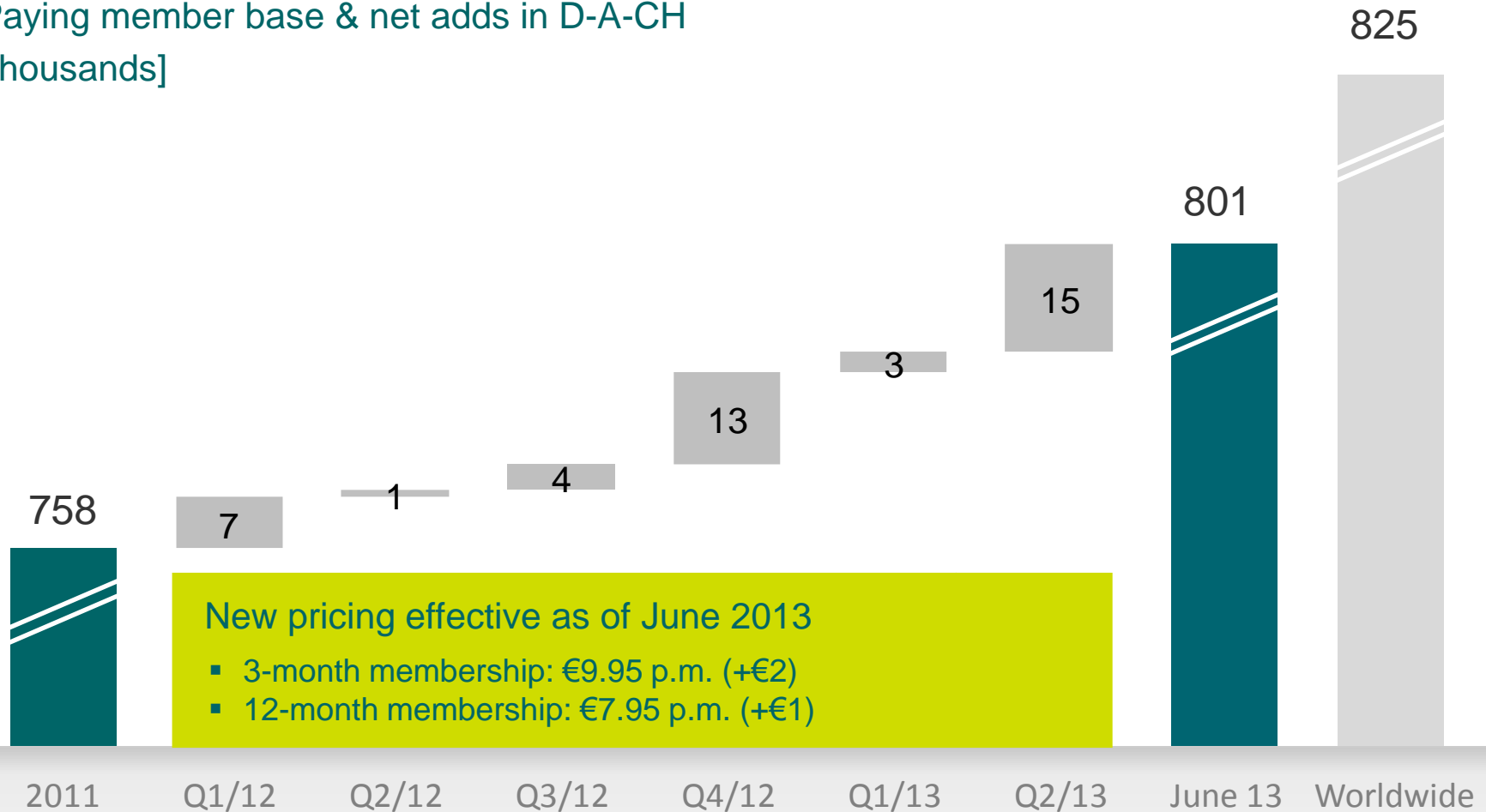


Member base [millions] & net adds [thousands]



Paying subscriber base growing

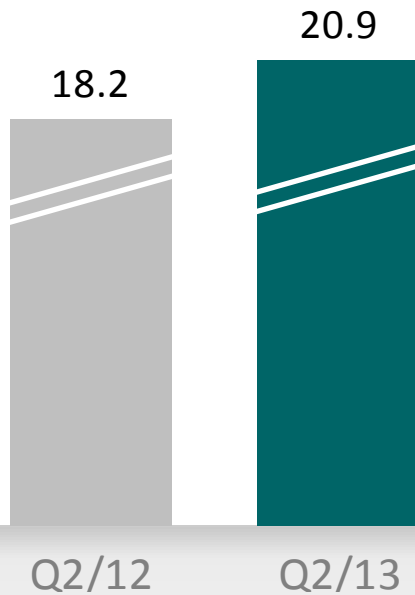
Paying member base & net adds in D-A-CH
[thousands]



Accelerating top-line growth in Q2/13

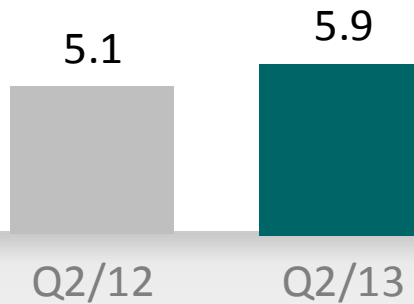
Revenues in €m

15%
(Q1:11%)



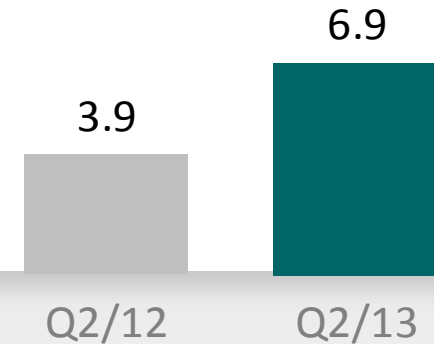
EBITDA in €m

15%



Operating cash flow in €m

78%





Launch of "New profile" (1)



- Profile details
- Portfolio
- Other web profiles
- Contacts
- Groups
- Topics
- Activity

Professional experience

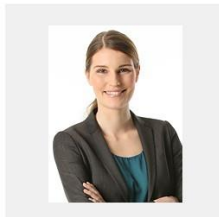


02/2012 - present
Senior Product Manager / Team
 Almanos Medical Systems Inc.
 www.almanos.com

07/2008 - 0
Product
 Almanos
 www.alman

04/2007 - 0
Junior F
 ffrh Futu
 www.ffrh.co

01/2007 - 0
Internsh
 ffrh Futu
 www.ffrh.co



Lara Peters
 Bachelor of Science
 Senior Product Ma
 Almanos Medical S
 Bielefeld, Germany
 Angestellte

498 Kontakte
 85% Aktivität

“ Wir gehören zu den wichtigsten Anbietern im Bereich Medical Systems – weltweit. Es macht Spaß, an diesem Erfolg teilhaben zu können.

- Profildetails
- Portfolio
- Weitere Profile im Netz
- Kontakte
- Gruppen
- Themen
- Aktivitäten

Tweets

Twitter
Lara Peters @larapeters
 83 Tweets 372 Abonnenten 68 Abonnements

- Lara Peters** @larapeters 7 Stunden
 Almanos Medical Systems sucht Praktikanten im Bereich Research Development <http://resa.de/adsUuj>
- Lara Peters** @larapeters 2 Tagen
 Umzug: Almanos Medical System in neue Gebäudekomplexe umgezogen <http://ralodas23.de/ead>
- Lara Peters** @larapeters 2 Tagen
 Eine etwas andere Vorlesung: La Traviata statt BWL <http://fhnblog.de/eine-etwas-andere-vorlesung-la-traviata-statt-bwl/>
- Lara Peters** @larapeters 4 Tagen
 Als Messebesucher interessante Aussteller als Leads gewinnen

Define jobseeker status

Interested in current vacancies?

- I'm actively looking for a new job.
- Not looking for a job but open to offers
- I'm not looking for a new job right now.

Who can see this?
 Only recruiters

Preferred cities
 Hamburg, Deutschland

Salary expectation
 --

Discipline
 Finance & Accounting

Invite people to join XING Help & Contact Logout

Show old design

- Define jobseeker status (Beta)
- Contact details
- Settings



Launch of "New profile" – Career portfolio (2)

Lars Pohl vollKORN - Die Naturbäckerei
Bayreuth, Germany
Inhaber

68 Kontakte 62% Aktivität 3 Gemeinsamkeiten

“ vollKORN - mit Leidenschaft und viel Erfahrung! Qualitätsbackwaren nach traditionellen Rezepturen und neue Kreationen aus biologischen, reinen Naturprodukten. vollKORN freut sich auf Ihren Besuch.

Meine Anmerkungen zu Lars Pohl

Portfolio

Ruhe-Oase: Das vollKORN-Café
Mitte im Herzen von Bayreuth haben wir 2012 in einem historischen Gebäude unser gemütliches Café neu eröffnet. Entdecken Sie frische süße und herzliche Köstlichkeiten, mal traditionell-regional, mal modern. Dazu servieren wir Café-Kreationen aus biologisch und fair gehandelten Bohnen (100 Prozent Arabica) und Tee aus erlesenen Blättern – natürlich ebenfalls in Bio-Qualität.

Portfolio

Alpha 3.2 – New Omega analysis method
It took a long time to reach marketability, and it's been one of my most exciting challenges to date. I handled the product management for this brand new Alpha Omega Analysis 3.2 research project, which included test simulations, evaluation of results, and subsequent product launch.

- CV-based profile becomes career portfolio
- Available for everyone ranging from baker to dentist
- Present projects, products & services that you offer by adding text, images and other documents
- Easy to use drag-and-drop features



XING Talent Manager continues to beat internal expectations



The screenshot displays the XING Talent Manager interface. On the left, there is a sidebar with navigation icons for a checklist, email, search, and settings. The main content area is divided into two sections: 'My projects' and 'Shared team projects'. Under 'My projects', there are three items: 'human resources manager', 'Key Account manager' (which is selected and highlighted), and 'Marketing manager'. Each item has a toggle switch. Below this, 'Shared team projects' shows 'No entries'. The right section, titled 'Key Account manager', shows a list of candidates. The first candidate is 'Geprüfter Wirtschaftsinformatiker' with a profile picture and a progress bar. Below the name, there is a summary box containing: 'Project: Key Account manager', 'Candidate status: Select status', and 'Messages sent: 0'. The second candidate is 'Leiter Business Unit' with a profile picture and a progress bar. Below the name, there is a summary box containing: 'Project: Key Account manager', 'Candidate status: Select status', 'Messages sent: 0', 'Messages received: 0', and 'Notes: 1'. At the bottom of the list, it says 'Added by [user] at 17:01 on 25 Feb 2013'.

- XTM selling above internal forecasts: **>2,000 seats sold**
- **>20** new features and functionalities added during last 6 months
- XTM customer split today: 60% corporates / 40% headhunters
- Next major product improvement planned for **09/2013**



Launch of "Social Job Ads"


Android Developer (m/f)
XING AG

[Bewerbungsformular](#)

XING

XING AG

Branche: Internet
Arbeitsort: Dammtorstraße 29-32, 20354 Hamburg, Deutschland (Route anzeigen)




[Karte](#) [Satellit](#)

[Alle anzeigen](#) Powered by **kununu**

Bestätigte Mitarbeiterleistungen

- Essenszulagen
- Mitarbeiter-Events
- Internet-nutzung
- Flexible Arbeitszeiten

Kontaktperson

 **Kathrin Martens**
Personalabteilung

25.06.2013

Android Developer (m/f)

XING AG
4.0 Von 179 Mitarbeitern bewertet

Arbeitsort: Hamburg
Beschäftigungsart: Vollzeit

[Bewerbungsformular](#)

[Interesse bekunden](#)


[Stellenangebot merken](#)
[Stellenangebot empfehlen](#)

- Provides more information and transparency to applicants
- Employer ratings increase relevance of job applications
- Information about your connection to the company
- Direct access to HR

Bitten Sie Silke Zielhofer, den Kontakt zu einem Mitarbeiter herzustellen.

1  **Silke Zielhofer**
Adcentral Advertising
[Send XING message](#)

2 Silke kennt 22 Kontakte bei Surface Media AG

XING

Careers at XING – For an overview of all our current job vacancies, please [click here](#).

The XING Mobile team is currently looking for an **Android Developer (m/f)** with excellent coding skills, Java skills, and agile software development experience.

You will be responsible for developing the XING Android app for both phones & tablets. You won't just be writing code all day, you'll play an active part in shaping our product. You support all phases of the project and you are in direct contact for technical questions.



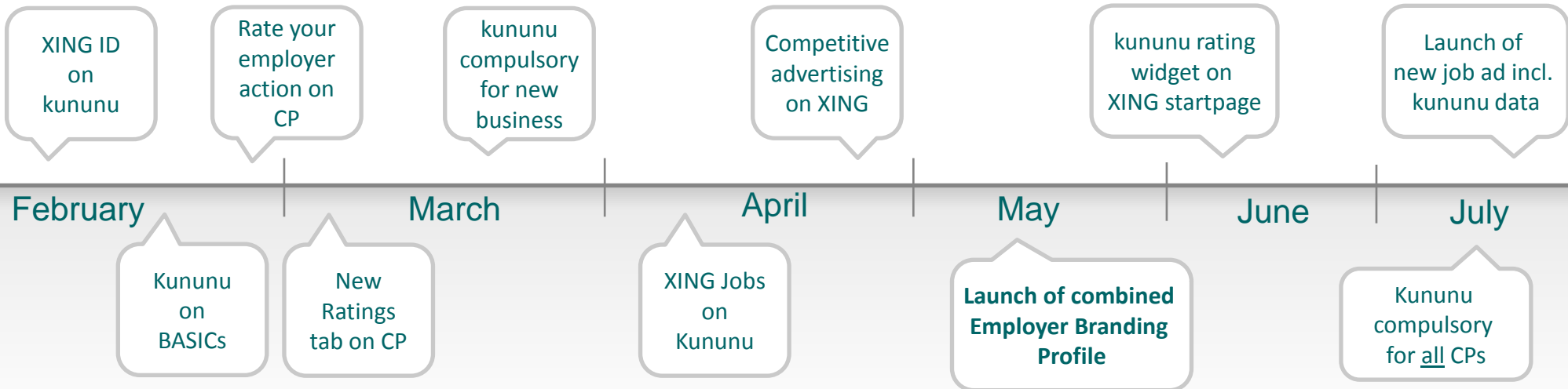
kununu was successfully integrated at the end of Q2

Team in Vienna selling “Employer Branding Profiles” since May 2013

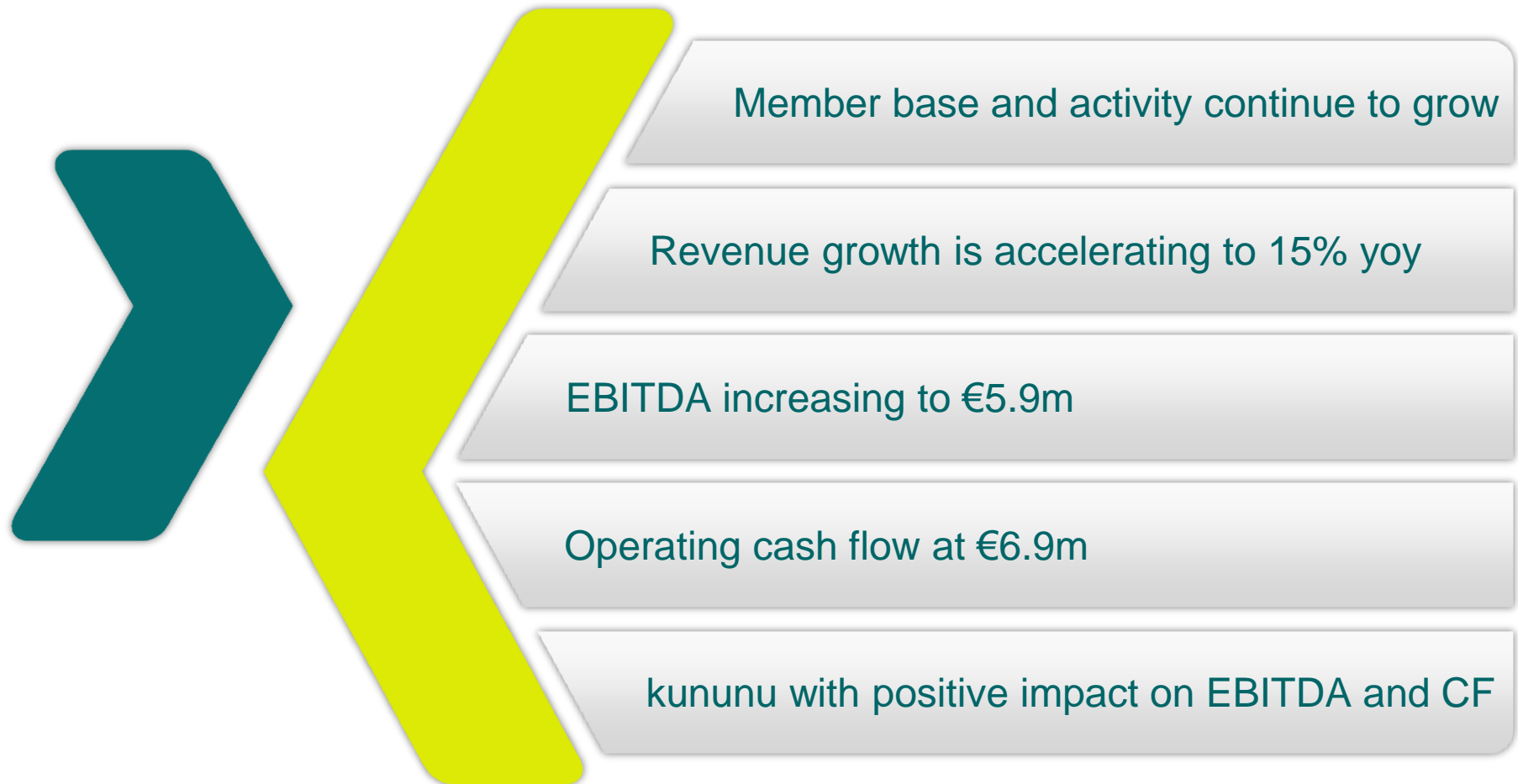


The screenshot shows the XING profile for XING AG. It includes contact information (Dammtorstraße 29-32, 20354 Hamburg, Germany), phone numbers (+49 1805 61 88 88 88), and a description of XING as a social network for business contacts. It also features a 'Rate employer' button, 'Followers (3,901)', and 'Current vacancies (20)'. A section for 'Employer reviews powered by kununu' shows three categories: 'Mitarbeiter sagen: 3.89 von 5', 'Bewerber sagen: 3.62 von 5', and 'Azubis sagen: 3.82 von 5'. Each category includes a distribution bar chart and a link to 'Erfahrungsberichte'.

- Successful launch on 14 May (in time for “Personal Nord” exhibition)
- New pricing introduced:
 - 5 tiers based on company size
 - Ranging from €395 - €1,095 per month



Q2/2013 figures



Q2/13: €20.9m revenues, €5.9m EBITDA

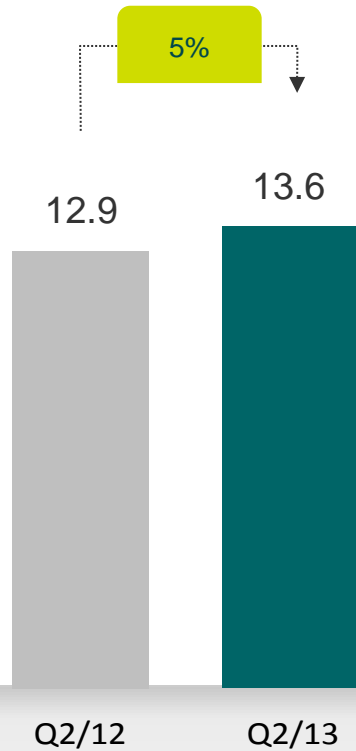
	Q2/13	Q1/13	Q2/13 vs. Q1/13	Q2/12	Q2/13 vs. Q2/12
	Abs.	Abs.	%	Abs.	%
Total revenue ¹	20.9	19.6	7	18.2	15
Costs	(15.0)	(14.3)	(5)	(13.1)	15
EBITDA	5.9	5.3	10	5.1	15
Margin	28%	27%	1%pts	28%	0%pts
Depreciation (incl. PPA)	(1.9)	(2.3)	16	(2.1)	7
Financial result	0.0	0.0	(23)	0.1	(77)
Taxes	(1.3)	(1.1)	(19)	(1.1)	(19)
Net result	2.7	2.0	35	2.1	30

(1) Including other operating income

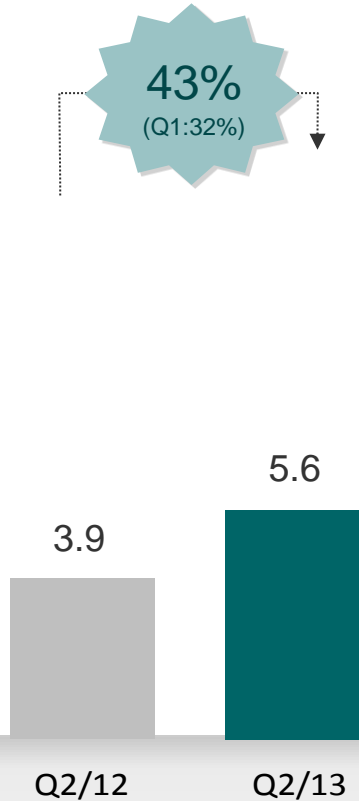
Member base and member activity continue to grow

Q2/2013: e-recruiting and events with accelerating growth rates

Premium Club in €m



e-Recruiting in €m



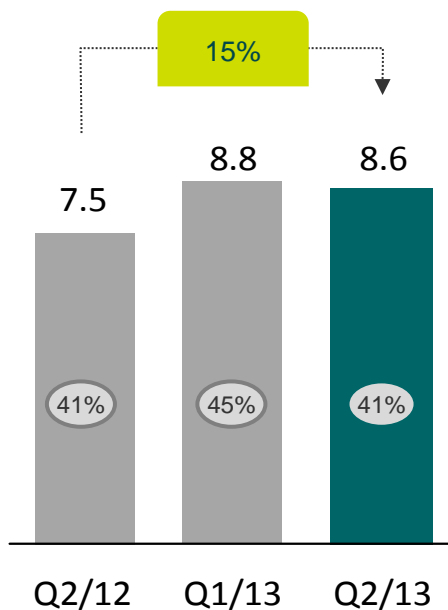
Events in €m



Personnel main investment area to further drive company growth

Personnel

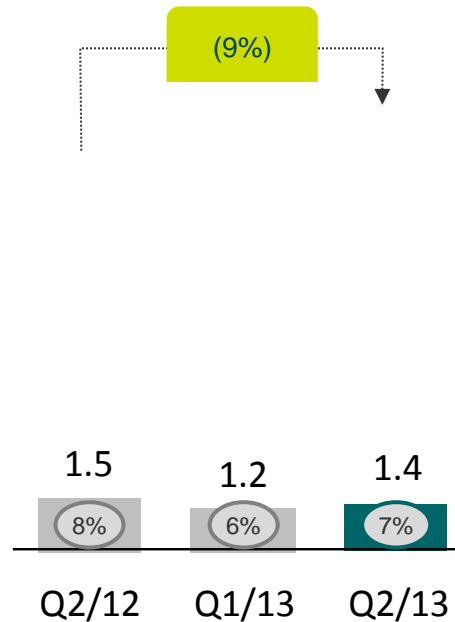
in €m
in % of total revenue



- Investment in product/technology organization & sales/marketing
- 6 new FTEs in Q2/13
- 39 new FTEs since Q2/12

Marketing

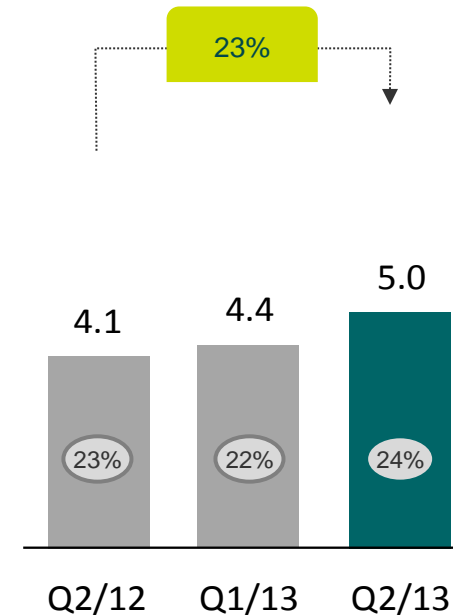
in €m
in % of total revenue



- Online display & social media adv.
- Search engine marketing (SEM)
- Offline marketing expenditure (conferences & events, print, sponsoring)
- Affiliate marketing

Other expenses

in €m
in % of total revenue



- External services, legal, audit & consulting
- Payment processing, server hosting
- Rent & other costs

➤ YoY cost development reflects first-time consolidation of kununu

Q2/2013: Operating cash flow: €6.9m

	Q2/13	Q1/13	Q2/13 vs. Q1/13	Q2/12	Q2/13 vs. Q2/12
	Abs.	Abs.	Abs.	Abs.	Abs.
EBITDA	5.8	5.3	0.6	5.1	0.8
Interest/tax/ESOP	(1.2)	(1.1)	(0.1)	(0.8)	(0.4)
Δ Net working capital	2.3	2.2	0.1	(0.4)	2.7
Operating cash flow excl. organizer cash	6.9	6.4	0.6	3.9	3.1
Investment – operating	(2.7)	(1.8)	(0.9)	(2.3)	(0.4)
Investment – acquisitions	(0.1)	(2.9)	2.8	0.0	(0.1)
Financing incl. transaction of own shares	1.7	0.0	1.7	1.7	0.0
Free cash flow excl. organizer cash & dividends	5.9	1.7	4.2	3.3	2.5
Regular dividends	(3.1)	0.0	(3.1)	(3.0)	(0.1)
Free cash flow excl. event organizer cash & incl. dividends	2.8	1.7	1.1	0.3	2.5
Effects organizer cash	0.0	1.0	(1.0)	(0.3)	0.4
Free cash flow incl. organizer cash & dividends	2.8	2.7	(0.1)	(0.0)	2.8

Thank you
for your kind
attention!

Negative invested capital from shareholders' perspective

in €m

[Excl. event organizer cash and NWC]

	As of June 2013 Abs.
Assets	105.0
Operating assets	26.2
Acquisitions / international	16.6
TAX A/R	1.6
Cash	60.7
Equity/Liabilities	105.0
Equity	55.1
Deferred income	30.6
Liabilities	15.9
Tax liabilities	3.4
Other	0.0



Operating assets	€26.2m
Deferred income	(€30.6m)
Liabilities	(€15.9m)
Invested capital w/o cash	(€20.3m)

Investor information & contact

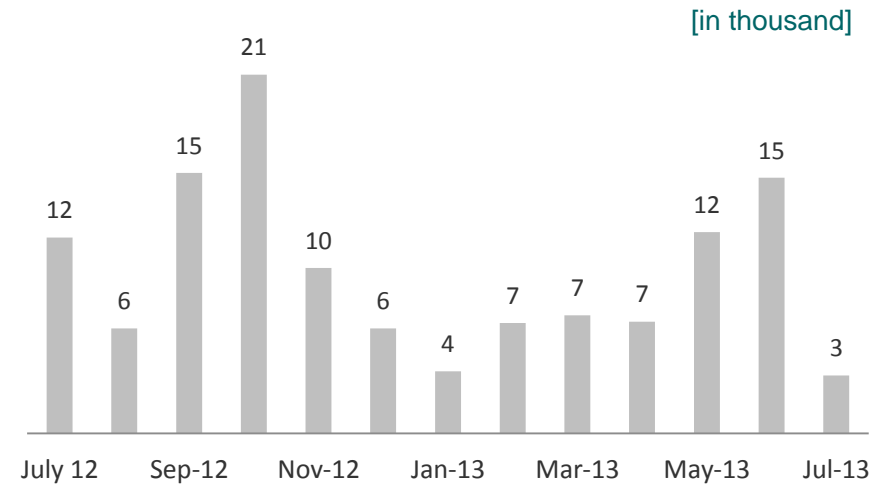
XING AG IR stats

Market cap: -€320m / >€60m cash / no debt



Consensus from 9 brokers		2013e	2014e	2015e
Consensus (Analyst estimates as of August 5, 2013)	Total revenues	82.7	93.2	102.1
	EBITDA	23.9	29.9	35.5
	<i>Margin</i>	29%	32%	35%
	Depreciation	-8.4	-8.6	-8.5
	EBIT	15.5	21.3	27.0
	<i>Margin</i>	19%	23%	26%
	Net income	10.9	15.0	19.3
	EPS in €	1.98	2.72	3.48
DPS in €	0.70	0.87	1.33	

Average trading volume per day (XETRA)



Analyst coverage	Berenberg Bank, Commerzbank, Close Brothers, Deutsche Bank, Hauck & Aufhäuser, JP Morgan Cazenove, MM Warburg, Montega
Shares	5,580,252

TecDax ranking end of July 2013

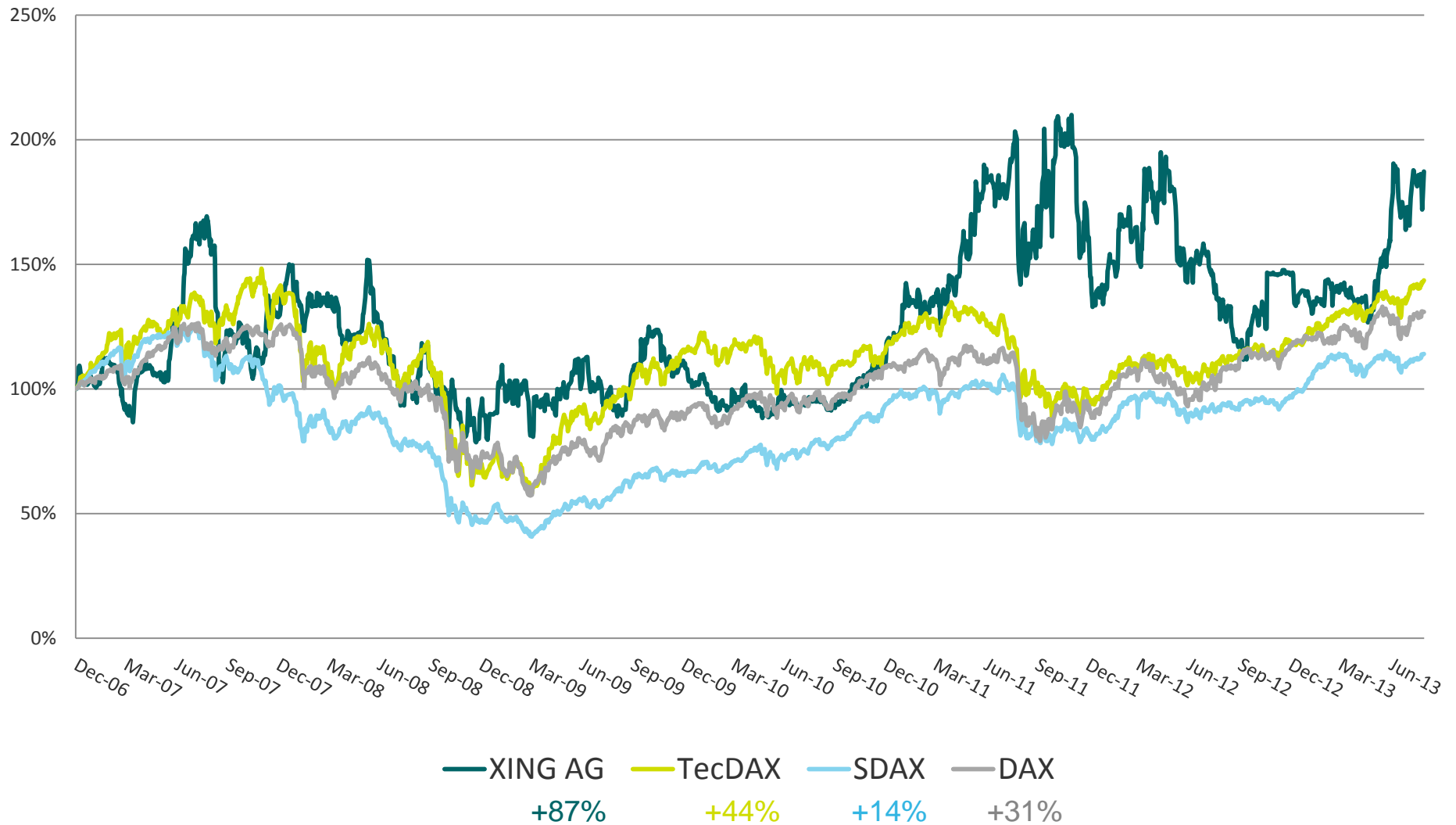
Market Cap.	31
Turnover	34

Burda Digital GmbH	2,922,244	52.37%
DWS Investment	361,000	6.47%
Ennismore	293,622	5.26%
Schroders	282,421	5.06%
Ruane, Cunniff & Goldfarb	169,259	3.03%
Treasury Shares	37,832	0.68%
Other	1,513,872	27.13%

Numbers based on last filing – actual shareholdings can differ

XING share price development since IPO in Dec 06

as of August 5, 2013



Investor Relations

Contact details & social media channels



Patrick Moeller

Director Investor Relations

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20354 Hamburg
Germany

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http://twitter.com/xing_ir



<http://www.slideshare.net/patmoeller>



<http://www.youtube.com/XINGcom>



<http://blog.xing.com>



<skype:patrickmoeller?add>

