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IMPORTANT NOTICE

Pro-forma results

Results contained in this presentation are partly based on unaudited pro-forma financial results that the Company derived from its preliminary and past financial statements for the indicated periods in order to make these periods comparable and show non-recurring costs.

Cautionary note regarding preliminary results and pro-forma financial results

This presentation contains preliminary results and pro-forma results. The preliminary results may change during their final review. While the Company believes that its pro-forma financial results are reflective of its recurrent trends and the on-going status of its business, there can be no assurance that its pro-forma results will accurately reflect these trends and status and therefore, its investors are urged not to rely solely upon the pro-forma results when making their investing decision and the pro-forma results should always be reviewed together with its actual financial results.
Introduction Dr. Stefan Gross-Selbeck
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(A) Operational Performance
(B) Financial Performance

03 Strategic Outlook

04 Wrap Up
The #1 European Professional Network

Critical mass
> 7.0 m users +45% yoy

Highly active users
~60% activity rate\(^{(1)}\)
124 million connections +63% yoy

Loyal community
550,000 payers +52% yoy
22,000 groups +186% yoy
152 ambassadors +171% yoy

Combining online & offline
90,000 events +64% yoy
460,000 attendees

Strong network effects in core markets ensure strong and sustainable competitive position

Source: Company information
Note: (1) DACH, December 2008
Continuing member growth
2.17m net new members in 12 months

Member base Q4’2007 to Q4’2008 in m

<table>
<thead>
<tr>
<th>Q1’06</th>
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<th>Q3’06</th>
<th>Q4’06</th>
<th>Q1’07</th>
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<td>5.7</td>
<td>6.1</td>
<td>6.5</td>
<td>7.0</td>
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</table>
Strong payer growth
188k net new Premium Members in 12 months

Payer base Q1’06 to Q4’2008
Track record of quarterly top line growth
New business models contribute to ~20% of total revenue

Quarterly net service revenues Q4’07 to Q4’08 in €m*

* Excluding other operating income
Quick wins with new business model for Jobs
Efficient business model in tough economic times

# of total Marketplace Clicks in m

<table>
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<th>Quarter</th>
<th>Clicks</th>
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<tbody>
<tr>
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<tr>
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<td>2.9</td>
</tr>
<tr>
<td>Q4'08</td>
<td>3.2</td>
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</table>

eCommerce Revenue in €m*

<table>
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<th>Quarter</th>
<th>Revenue</th>
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<tbody>
<tr>
<td>Q1'08</td>
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<tr>
<td>Q2'08</td>
<td>1.02</td>
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<td>Q3'08</td>
<td>1.10</td>
</tr>
<tr>
<td>Q4'08</td>
<td>1.23</td>
</tr>
</tbody>
</table>

* eCommerce revenue includes Marketplace & "Best Offers"
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Demonstrated Leadership & Performance
Continued earnings growth and margin expansion

2008 cost breakdown in €m

- Net revenue: 35.3%
- Marketing: 25%
- Personnel: 100%
- Other operating expenses: 8.8%
- Underlying EBITDA: 12%

Quarterly EBITDA in €m

- Q4’07: 2.76
- Q1’08: 2.63
- Q2’08: 3.13 (excluding non-recurring expenses 768k)
- Q3’08: 3.71
- Q4’08: 3.46

Proportional
Non-proportional

* Excluding non-recurring expenses (768k)
IFRS cost base
Personnel expenses

Personnel expenses in €000s (% of Revenue)

Q1’08:
21 new employees

Q2’08:
12 new employees

Q3’08:
19 new employees

Q4’08:
13 new employees

2008:
€8.81m
25%
Marketing expenses

Marketing in €000s (% of Revenue)

- **Q1**: 751 (16%)
- **Q2**: 664 (9%)
- **Q3**: 1,333 (15%)
- **Q4**: 1,073 (11%)

**2008**:
- €4.38m (12%)

- **Turkey campaign**
- **UK campaign**
- **Italy campaign**
Main costs components:

- IT services and services for new markets
- Legal, audit & accounting fees
- Server hosting, admin & traffic
- Payment processing
- Travel, entertainment & other

**2008:**

€9.16m*

26%

* Excluding non-recurring expenses (768k)
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03  Strategic Outlook – What’s next?

04  Wrap Up
What’s next?
Our 3 focus areas over the coming months

- Innovate to create user value
- Go deep on recruiters
- Focussed International expansion
Focus area: Innovate to create user value
Driving activity via new apps & functionalities

External innovation: OpenSocial

- Initiative by Google to compete with Facebook’s “platform”
- API between web applications and social networks
- XING is an OpenSocial container (it runs OpenSocial apps)
- Partners develop applications for XING
03  
**Focus area: Innovate to create user value**

**Tools to improve user experience**

- Better virality
  - Improve invite / incentivation process
  - Improve (external) address book comparison processes
  - Improve Outlook plug-in
  - Increase user friendliness

*Low effort, evidence based, incremental improvement that has shown a substantial effect in the past*
### Focus area: Go deep on recruiters
Natural extension of our business

Premium Memberships offer outstanding search functionalities:
40,000+ Premium Members are HR professionals

#### Advanced Search

<table>
<thead>
<tr>
<th>Keywords</th>
<th>Find</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ all of this □ my contacts up to 2nd degree □ my contacts only</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Person</th>
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</thead>
<tbody>
<tr>
<td>First name</td>
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<tr>
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<td>Current position</td>
<td>City (minimum)</td>
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<tr>
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<td>Former company</td>
<td>State (business)</td>
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<tr>
<td>Interests</td>
<td>Previous position</td>
<td>Country/Region (business)</td>
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<tr>
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</tr>
<tr>
<td>Member in the group</td>
<td>Person wants</td>
<td>(all)</td>
</tr>
<tr>
<td></td>
<td>Person has</td>
<td>(all)</td>
</tr>
</tbody>
</table>

**Search tips:**
- **Searching with quotation marks:** Use quotation marks to find a precise combination of words. For example, "PayAccount Manager" will only return profiles that contain these three words in exactly this order.
- **Searching with OR:** If you enter "OR" in capital letters between two search terms, you’ll receive all profiles that contain at least one of the words. The first profiles to be displayed are those which match both terms. If OR is not entered between the terms, only profiles matching both of the terms will be displayed.
- **Searching with a minus:** Let’s say you would like to find all members named Jones who work in Boston, but wish to exclude those who include "Internet" in the Industry field. Simply type "Internet" (without quotes) in the Industry field. A minus search is only possible if you enter at least one additional search parameter.
- **Search by ZIP code area:** Simply enter the first digit of the ZIP code area you’re looking for, followed by an asterisk (*) and the search will return all members who have entered a business address within this ZIP code.
- **Search by word beginnings:** You can search by the beginnings of words in all fields except the keyword search. Simply enter the first three letters of the term you’re looking for, followed by an asterisk (*)

The search results are listed according to relevance and are affected by the quality of profiles. This means that if all other factors are the same, a complete, comprehensive profile will appear higher in the results list than a less complete or comprehensive profile.
Focus Area: Go deep on recruiters
Allow recruiters to address target audience

Company Pages serve as a unique entry point on XING
Engagement and Growth
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Poised for substantial growth

- Large and growing serviceable market & multiple revenue opportunities in B2C and B2B
- High & defensible barriers to entry
- Natural market consolidator with 16 platform languages, huge scalability potential and standard IT interfaces
- Brand recognition
- Growth opportunities in Europe and overseas
- High profitability and cash conversion
- Freely delivered and updated data as base for additional monetization models to the benefit of the member base
Thank you for your kind attention!
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