EXECUTING GROWTH STRATEGY

XING CONTINUES TO GROW, EBITDA MARGIN 31%

Q3 MEMBER GROWTH +42%, PAYER NET ADDS +115%

LAUNCH OF XJM – THE #1 JOBS MARKETPLACE IN D-A-CH

LAUNCH OF “KLARTEXT” – CONTENT MADE BY XING
Q3 WITH SOLID GROWTH MOMENTUM
REVENUES UP 17%, EBITDA MARGIN 31%
Q3 2015 MEMBER GROWTH UP 42% vs. Q3 2014

XING MEMBER AND USER GROWTH D-A-CH
In 000s and in m

* Q1/15 excl. extraordinary fake profiles (25k);
Since 04/15 XING deletes >10k fake profiles / month;
since Jan 1 2015 immediate member visibility
115% GROWTH IN NET PAYER ADDS VS. Q3 2014

Paying member base D-A-CH [thousands]

ARPU growing from 5.6€ in Q3 14 to 6.4€ in Q3 15 (+14%)

Rounding differences are possible
BUILDING #1 JOBS MARKETPLACE IN D-A-CH

- 1 million white collar jobs = #1 job portal in D-A-CH
- Strong user focus
  - „New work“ search filters
  - kununu ratings
  - Mobile
- New XING Jobmanager for Corporates
  - Performance measurement tool for job ads
- Job ad clicks up by 70%
XING LAUNCHING OWN EDITORIAL CONTENT
"KLARTEXT"

Wirtschaftswunder China – Sind wir zu naiv gewesen?
Für China galt sehr lange nur „höher, schneller, weiter“. Doch auf einmal lehrt die Konjunktur die Notwendigkeit bei Exporteuren und Anlegern. Was können wir von China künftig noch erwarten?

Es gibt keinen Grund zur Panik

Dr. Frank Appel
Vorstandsvorsitzender, Deutsche Post DHL Group

Der Wirtschaftsriese wächst
Dr. Sandra Hecq
Programmeleiterin, Mercator Institute for China Studies

Ich erlebe die Krise als absurdes Theater
Henrik Brock
Botschafter in Peking

Exklusiv, direkt und Meinungsstark – das ist XING Klartext

Roland Tichy
Herausgeber XING News
MEMBER GROWTH SIGNIFICANTLY UP YOY AND QOQ

SOLID REVENUE GROWTH; ESPECIALLY IN NETWORK / PREMIUM, XO EFFECTS IN E-RECRUITING

EBITDA OF €9.3M ACCORDING TO PLAN

STRONG OPERATING CASH-FLOW OF €8.9M
Q3/15: SOLID TOP-LINE GROWTH, EBITDA IMPACTED BY TV-CAMPAIGN IN Q3 2015 – MARGIN AT 31%

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Total revenue¹</td>
<td>30.5</td>
<td>26.0</td>
<td>17%</td>
<td>30.2</td>
<td>1%</td>
</tr>
<tr>
<td>Costs</td>
<td>(21.1)</td>
<td>(16.1)</td>
<td></td>
<td>(20.7)</td>
<td></td>
</tr>
<tr>
<td>EBITDA w/o kununu earn-out</td>
<td>9.3</td>
<td>9.9</td>
<td>(5%)</td>
<td>9.5</td>
<td>(2%)</td>
</tr>
<tr>
<td>Margin w/o kununu earn-out</td>
<td>31%</td>
<td>38%</td>
<td>(7%pts)</td>
<td>31%</td>
<td>(0%pts)</td>
</tr>
<tr>
<td>Non-operating costs from kununu earn-out</td>
<td>0.0</td>
<td>(0.8)</td>
<td>N/A</td>
<td>0.0</td>
<td>N/A</td>
</tr>
<tr>
<td>EBITDA incl. kununu earn-out</td>
<td>9.3</td>
<td>9.1</td>
<td>2%</td>
<td>9.5</td>
<td>(2%)</td>
</tr>
<tr>
<td>Depreciation (incl. PPA)</td>
<td>(2.4)</td>
<td>(1.9)</td>
<td>23%</td>
<td>(2.3)</td>
<td>5%</td>
</tr>
<tr>
<td>Financial result</td>
<td>(0.1)</td>
<td>0.0</td>
<td>N/A</td>
<td>(0.0)</td>
<td>231%</td>
</tr>
<tr>
<td>Taxes</td>
<td>(2.2)</td>
<td>(2.5)</td>
<td>(12%)</td>
<td>(2.6)</td>
<td>(13%)</td>
</tr>
<tr>
<td>Adjusted net result incl. kununu earn-out²</td>
<td>4.6</td>
<td>4.7</td>
<td>0%</td>
<td>4.7</td>
<td>(1%)</td>
</tr>
<tr>
<td>Adjusted net result w/o kununu earn-out²</td>
<td>4.6</td>
<td>5.4</td>
<td>(14%)</td>
<td>4.7</td>
<td>(1%)</td>
</tr>
</tbody>
</table>

¹ Including other operating income
² Excl. write-down of XING Events of €7.5m (€0.5m tax effect)

Rounding differences are possible
<table>
<thead>
<tr>
<th>Segment EBITDA</th>
<th>Margin</th>
</tr>
</thead>
<tbody>
<tr>
<td>Network/Premium</td>
<td>€11.8m</td>
</tr>
<tr>
<td>E-Recruiting¹</td>
<td>€5.1m</td>
</tr>
<tr>
<td>Events</td>
<td>(€0.2m)</td>
</tr>
<tr>
<td>Tech, Central Services &amp; Other</td>
<td>(7.4m)</td>
</tr>
<tr>
<td><strong>Group EBITDA</strong></td>
<td>€ 9.3m</td>
</tr>
</tbody>
</table>

¹ Q3/2014: 68%
² Q3/2014: 57% (w/o kununu earn-out)

**Q3 TV CAMPAIGN OF ~€1M INCLUDED IN CENTRAL SERVICES**
Q3/15: E-RECRUITING GROWTH TEMPORARILY IMPACTED BY DISCONTINUATION OF OLD CPs

Network / Premium in €m
18%

E-Recruiting in €m
16%

Events in €m
24%

Growth rate Q3/14 yoy
14%

42%

(2%)

Rounding differences are possible.
E-RECRUITING BUSINESS IMPACTED BY DISCONTINUATION OF OLD XING COMPANY PROFILE BUSINESS

E-RECRUITING YOY GROWTH RATES IN SUB SEGMENTS (Q3)

In %

- Active Recruiting (XTM): 50%
- Passive Recruiting (Job ads): 16%
- Employer Branding (EBP): -7%
- New kununu EBP revenues: 14%
- Old XING CP revenues: -84%

OLD XING COMPANY PROFILES BUSINESS TO FADE OUT BY END 2015. RE-ACCELERATION OF SEGMENT GROWTH EXPECTED STARTING Q1 2016.
Q3/15: COST DEVELOPMENT

Personnel
in €m
in % of total revenue

Q3/14: 0.81
Q2/15: 9.7
Q3/15: 11.5

Q3/14: 37%
Q2/15: 38%
Q3/15: 37%

Marketing
in €m
in % of total revenue

Q3/14: 1.3
Q2/15: 2.1
Q3/15: 3.0

Q3/14: 5%
Q2/15: 7%
Q3/15: 10%

Other expenses
in €m
in % of total revenue

Q3/14: 5.2
Q2/15: 7.1
Q3/15: 6.7

Q3/14: 20%
Q2/15: 23%
Q3/15: 22%

1) Impact from kununu earn-out
2) Chg based on growth of personnel expenses excl. Kununu earn-out
Rounding differences are possible
### STRONG OPERATING CASH-FLOW OF €8.9M

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<th></th>
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<tbody>
<tr>
<td>EBITDA</td>
<td>9.3</td>
<td>9.1</td>
<td>0.2</td>
<td>9.5</td>
<td>(0.2)</td>
</tr>
<tr>
<td>Interest / Tax</td>
<td>(2.0)</td>
<td>(0.3)</td>
<td>(1.7)</td>
<td>(1.0)</td>
<td>(1.0)</td>
</tr>
<tr>
<td>Change net working capital</td>
<td>1.6</td>
<td>1.6</td>
<td>(0.0)</td>
<td>6.2</td>
<td></td>
</tr>
<tr>
<td>Operating cash flow excl. organizer cash</td>
<td>8.9</td>
<td>10.5</td>
<td>(1.6)</td>
<td>3.9</td>
<td>5.0</td>
</tr>
<tr>
<td>Investment – operating</td>
<td>(4.0)</td>
<td>(3.2)</td>
<td>(0.7)</td>
<td>(3.4)</td>
<td>(0.5)</td>
</tr>
<tr>
<td>Investment – acquisitions</td>
<td>(0.8)</td>
<td>(0.3)</td>
<td>(0.5)</td>
<td>0.0</td>
<td>(0.8)</td>
</tr>
<tr>
<td>Financing incl. transaction of own shares</td>
<td>2.1</td>
<td>0.0</td>
<td>2.1</td>
<td>2.5</td>
<td>(0.4)</td>
</tr>
<tr>
<td>Free cash flow excl. organizer cash &amp; dividends</td>
<td>6.1</td>
<td>6.9</td>
<td>(0.8)</td>
<td>3.0</td>
<td>3.2</td>
</tr>
<tr>
<td>Regular Dividends</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>(5.1)</td>
<td>5.1</td>
</tr>
<tr>
<td>Special Dividends</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Free cash flow excl. event organizer cash &amp; incl. dividends</td>
<td>6.1</td>
<td>6.9</td>
<td>(0.8)</td>
<td>(2.2)</td>
<td>8.3</td>
</tr>
<tr>
<td>Effects organizer cash</td>
<td>1.7</td>
<td>0.5</td>
<td>1.2</td>
<td>(0.9)</td>
<td>3.6</td>
</tr>
<tr>
<td>Free cash flow incl. event organizer cash &amp; dividends</td>
<td>7.8</td>
<td>7.4</td>
<td>0.4</td>
<td>(3.1)</td>
<td>10.9</td>
</tr>
</tbody>
</table>

**Notes:**
- Q2/15 - IFRS accounting of cash-out for kununu earn-out distorts cash-flow from NWC, operating cash-flow, and cash-flow from investment activities
- Cash-flow from change in NWC reported -€4.6m; adjusted by cash-out for kununu earn-out of €4.0m leads to CF NWC of -€0.6m
- Op. Cash-flow reported €3.9m; adjusted by cash-out for kununu earn-out of €4.0m leads to op. Cash-flow of €7.9m
- Cash-flow from investing activities reported -€3.4m; adjusted by by cash-out for kununu earn-out of €4.0m leads to -€7.4m

Rounding differences are possible