Acquisition of

InterNations & PReSCREEN

Conference Call
July 13, 2017
Recap of 2020 targets: We want to (almost) double 2016 revenues and double EBITDA

Revenues:
- 2016: 148.5 Mio. EUR
- 2020E: ~ 270 - 300 Mio. EUR

EBITDA:
- 2016: 47.9 Mio. EUR
- 2020E: ~ 100 Mio. EUR

Incl. smaller M&A
CAGR ~ 17 - 20%

Revenue growth:
- 2016 - 2020: ~ 125 - 155

B2C Innovation:
- 30 - 40

B2B Innovation:
- 95 - 115
Executing along 2020 strategy through M&A transactions in B2C & B2B
B2C: Acquisition of InterNations, the leading Expat-Community focusing on offline

Vision & Product
- Leading expat community
- >2.7m members (110k paying)
- >390 local communities
- >5,000 events / month

Organization & Management
- Founded in 2007
- HQ in Munich

Financial metrics FY 2017e
- €8-9m revenue
- €1-2m EBITDA
- ~20% topline growth
B2C: Rationale - Acquisition of InterNations significantly strengthens XINGs offline-DNA

- Acquisition of vertical network to drive B2C business
- Strengthening offline element (Events & communities)
- Proven and profitable business model
- Leverage Internations` EXPAT-base for XING E-Recruiting clients
- Leveraging XING freemium know-how to optimize pricing & conversion @Internations
B2B: Acquisition of Prescreen, Europe's fastest growing applicant tracking system (ATS)

Vision & Product
• Prescreen helps HR manage their entire workflow from the moment a position becomes vacant until the right employee is hired
• >350 B2B clients

Organization & Management
• Founded in 2012
• HQ in Vienna

Financial metrics FY 2017e
• ~€1-2m revenue
• ~(€1-2m) EBITDA
• 3-digit topline growth
B2B: Rationale - Prescreen (ATS) would position XING as central to the entire recruiting process rather than just in sourcing

- Expansion of existing E-Recruiting playing field
- Unique, enriched user experience for B2B customers
- Better products through new/more data
- Existing & proven market with strong disruption dynamics
Key characteristics of the deals

**InterNations**

- Acquisition of 100% of the shares
- Purchase price:
  - Initial payment of €10m
  - Expected earn-out range of €8-20m (until 2020)
- Economic effective date: July 11, 2017

**PRESCREEN**

- Acquisition of 100% of the shares
- Purchase price:
  - Initial payment of €17m
  - Expected earn-out range of €5-10m (until 2020)
- Economic effective date: July 6, 2017
Financial implications

- Transaction enables stronger growth in B2C segment
- Allocation to B2C segment
- Revenue impact 2017e: ~€4-5m
- EBITDA impact 2017e: ~0.5-1m
- Consolidation starting Q3 2017

- Transaction significantly improves market position and growth potential
- Allocation to B2B E-Recruiting segment
- Revenue impact 2017e: ~€0.5-1m
- EBITDA impact 2017e: ~(0.5-1m)
- Consolidation starting Q3 2017

Impact on 2017: ~€5m on 2017 revenues & neutral effect on 2017 EBITDA target of €57m
Impact on 2020: Upper end of revenue guidance (270-300m) & EBITDA of €100m
Thank you for your attention.
Investor Relations
contact details & social media channels

PATRICK MOELLER
Director Investor Relations
XING AG
Dammtorstrasse 30
20354 Hamburg
Germany
Tel.: +49 (0)40 419 131-793
Fax.: +49 (0)40 419 131-44
(please use this number to submit business inquiries)
Email: patrick.moeller@XING.com

http://twitter.com/XING_ir
http://www.slideshare.net/patmoeller
http://www.youtube.com/XINGcom
http://blog.XING.com
skype:patrickmoeller?add
XING

FOR A BETTER WORKING LIFE