

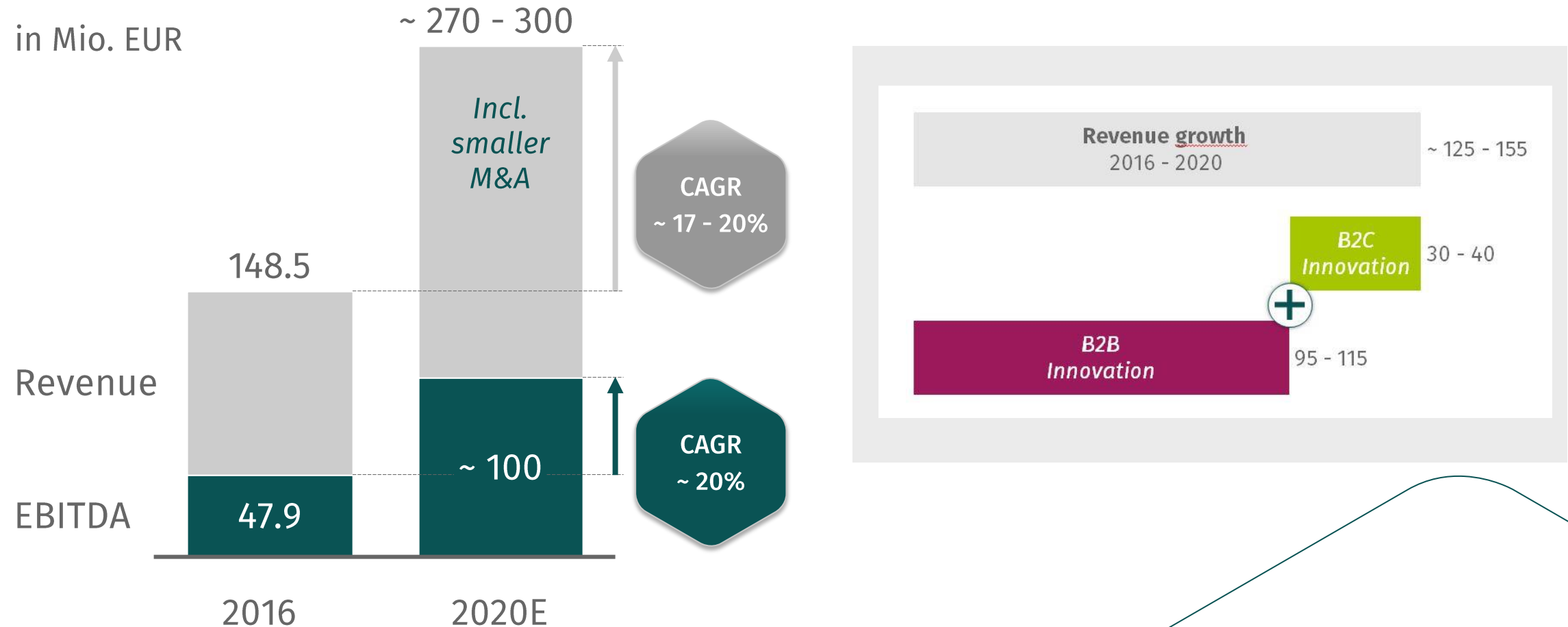
Acquisition of



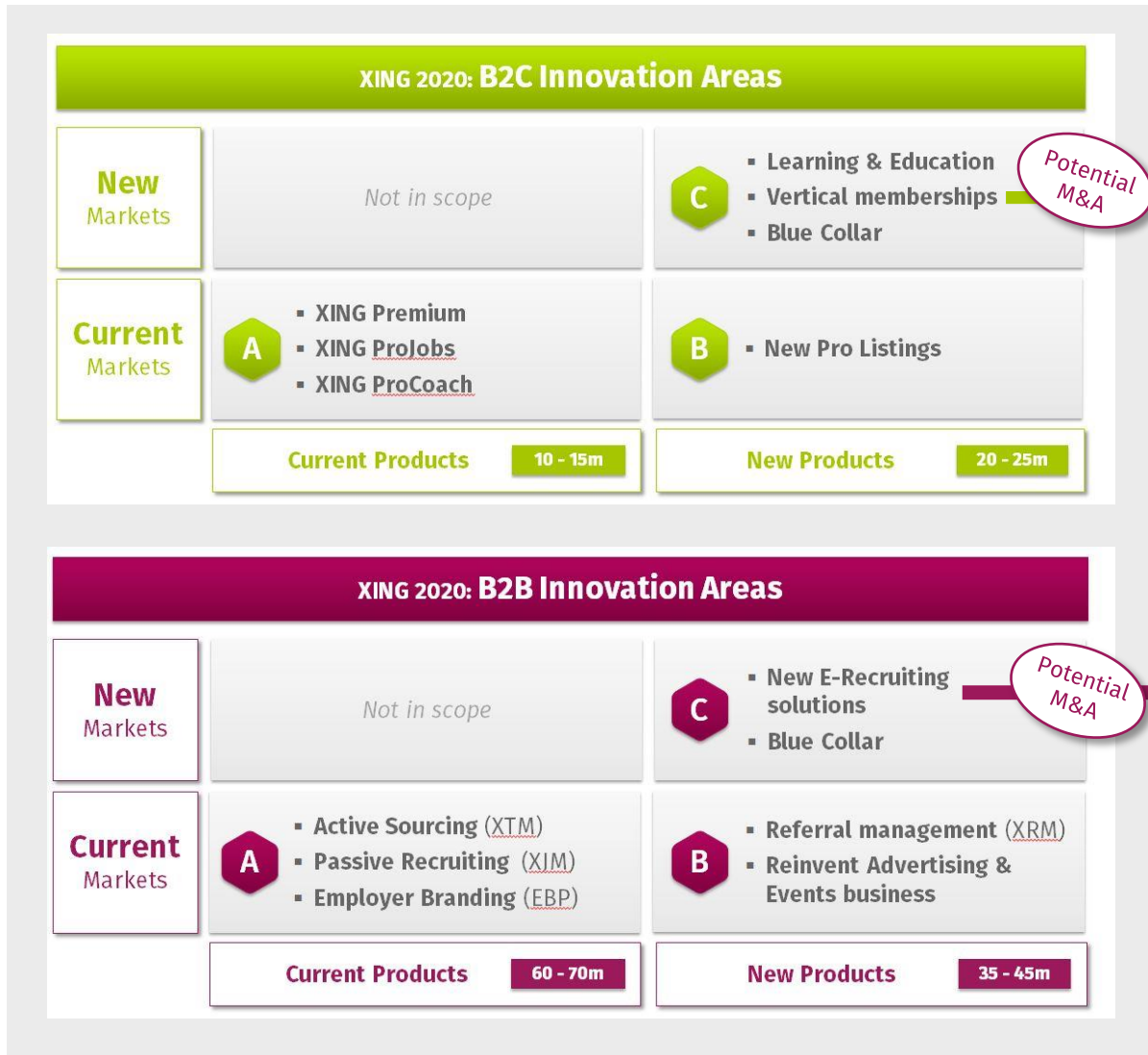
Conference Call
July 13, 2017

XING[»]

Recap of 2020 targets: We want to (almost) double 2016 revenues and double EBITDA



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 XING's 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

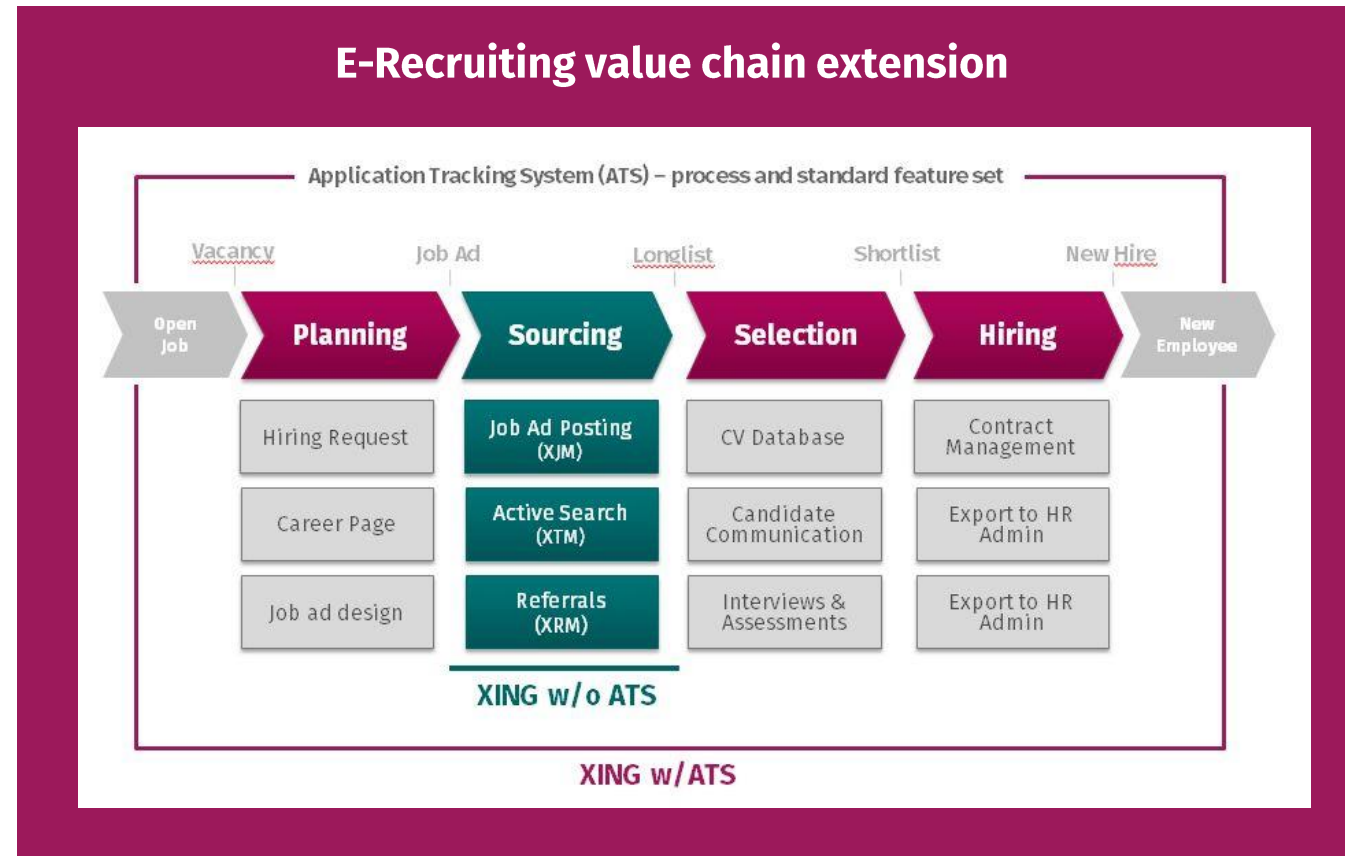
>350 customers, 250+ new customers since January 2016.





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



- 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



- 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.

XING[»]

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